CAUT Bulletin ACPU
Canadian Association of University Teachers
L'Association canadienne des professeurs d'université
April 1978
avril 1978
Volume 25, Number 8
tome 25, numéro 8

Association to undergo structural changes

Universities no place for cloak and dagger activities, says CAUT

by I. Cinman

The Canadian Association of University Teachers called on the federal government to declare publicly that it has no policy of general surveillance of university campuses or that it in any way interferes with the freedom of discussion necessary to university life.

The CAUT Board of Directors, which met in Ottawa March 17 and 18, unanimously approved a brief dealing with the role of the security forces on the campuses of Canadian universities.

The brief, some thirty pages in length, spans three decades of historical background which sparked CAUT's interest in security matters as they extend to university life and contains a series of steps the government is recommended to take. The CAUT expects to present its recommendations to the McDonald Commission on Security Services in the near future.

Infringement on liberties

CAUT's primary concern, reflected in the brief, is the alleged electronic or general surveillance of university students and staff. Such alleged activities — which the brief says are infringement on civil rights, invasion of privacy and a clear threat to academic freedom of university professors and students — have caused the CAUT to canvass universities to find out whether such practices have occured on campuses in the past.

At the time, late last year, University of British Columbia, Brock University, Dalhousie University, McGill, McMaster, Mount Allison, Queen's University, University of Saskatchewan, University of Victoria and the University of Waterloo replied officially that no electronic eavesdropping or general surveillance by either the RCMP or the Armed Forces' security organs have occured with the knowledge of university administrations.

Subsequently, University of Guelph, University of Manitoba, Memorial University of Newfoundland, University of Ottawa, University of Regina, Royal Roads Military College, Ryerson, University of Toronto, Trent University and York University have answered, echoing those universities who replied earlier.

The CAUT brief strongly emphasizes the need for the security forces to draw a clear distinction in their operations between legal political dissent and trade union activity on the one hand and those criminal acts commonly called subversion on the other.

The CAUT also called on the government to ensure that individuals who apply for jobs, security clearances, etc., will not be victimized by the security forces because of legal sexual or personal relations.

Reduce 'secret' categories

In both the brief on the Security Forces and the Freedom of Information position paper, the CAUT calls for a drastic reduction in the number of designations used to classify documents as secret within the government; a similar deduction in the number of those allowed to declare matters secret, a clear distinction made between a relatively small number of legitimately secret areas, such as national defence, criminal investigations and certain aspects of foreign relations on the one hand and routine government business on the other.

The CAUT brief on Security suggests that the government make public the newly-created security clearance forms and the rationale for the questions in them as soon as they are approved by the Cabinet. Those employed to investigate applicants for government jobs who need security clearance should themselves be well educated and understand the difference between dissent and subversion.

"The actions of security forces with regard to organizations such as the Campaign for Nuclear Disarmament in the 1960's or activities within the 'Waffle' section of the NDP seemed to some academics to confuse dissent with subversion and to be designed to intimidate and define permissible political activities by discrediting such organizations in a manner which had not been countenenced by the House of Commons."

Canadians denied security clearance should be allowed to review their case *in camera*, before a judge.

Similarly, universities, as *bona fide* employers of immigrants should have the right to appeal *in camera* to a judicial tribunal in cases of denial of entry on grounds of national security.

Uniform policy

The brief states that there should be uniformity in policy dealing with wiretapping, electronic eavesdropping, mail opening and telegram interception, and that all such activities, without exception, require judicial approval.

It also recommends that serious attention be paid to the human rights content of both initial training and refresher courses for the security forces personnel.

Finally, the brief says that members of the security forces should continue to attend courses in Canadian universities, but that they ought to be forbidden by their agencies to report on the political, economic or social ideas of their professors or of fellow students.

CAUT restructure

The CAUT Council will be faced with the task of approving a proposal to change the current top-level CAUT legislative structure when it meets next month — an amendment based on a draft report of the CAUT Ad Hoc Committee on Services adopted by the Board during its two-day session.

Central to the draft report recommendations for change in the CAUT legislative set-up is the elimination of the present Executive Committee as a policy-making body and its replacement by a numerically larger Board of Directors with strong ties to the Council of the Association.

The committee responsible for the report — Prof. Jill Vickers (CAUT past-president), Prof. Roger Crowther (Saint Mary's) and Prof. Larry Eberlein (Alberta) — said that in order for the CAUT to achieve streamlining in policy-making without sacrificing "representativeness", the major functions of the execution of policy, generation of policy, supervision of central office functions and the co-ordination of the work of CAUT committees must be assigned to a restructured Board which will be responsible to the Council. Members of the new Board are to be elected by the Council from among its members.

Wide range of comments

In preparing its report, the committee canvassed a number of individuals actively involved in CAUT affairs in the past five years for their views on solutions to problems currently besetting the CAUT. Members of the CAUT Board, Committee Chairmen, provincial and local faculty associations and other organizations were also consulted. The membership was also invited through and advertisement in the **Bulletin** to comment.

The general impression, according to the committee, was that as currently constituted, the assignment of spending power (final budget approval) to the Board and the assignment of taxing power (the setting of fee levels) to the Council "defies all normally accepted principles of political organization." This arrangement, says the report, causes constant friction within the organization, making rational process of setting priorities and budgeting for them more difficult than can be tolerated.

Other principles for restructuring the CAUT suggested by the committee were:

- ☐ clear-cut lines of responsibility among policy-making bodies must be established both in the process of electing members and in terms of clear assignment of final decision-making powers in various areas;
- ☐ the responsibility of overseeing the execution of policy, the supervision of staffing and other elements of the employer/employee relationships must be clearly assigned in a way consistent with the actual policy-making hierarchy; –
- ☐ the work of CAUT committees should be more fully intergrated with policy-making process and the responsibility for overseeing and co-ordinating with CAUT priorities the work of CAUT committees should be clearly assigned;
- ☐ operating rules governing the policy-making process should be clarified and simplified especially with regard to elections, policy initiation, by-law amendments, etc.;
- ☐ any proposal for restructuring should demonstrate due regard for the aims of maintaining CAUT's representativeness and encouraging the participation in CAUT of as many of its members as possible.

Wider role for Board, Council

In its proposed new role the CAUT Board will expand its powers to take over those currently enjoyed by the Executive. Thus, the Board, elected so that its membership will reflect all the constituencies represented within the Council, will function essentially as a cabinet of the Council, "in a way which should minimize, if not eliminate, jurisdictional disputes."

The new body will be responsible for developing policy, including fiscal policy through a small administrative sub-committee (previously the Finance and Management Committee), tapping the existing CAUT standing committees for advice and policy recommendations.

Among its other duties, the Board would be assigned the major responsibility for CAUT's activities in the area of relations with governments.

The Ad Hoc Committee did not recommend significant departures from the current role of the Council other than the assignment to it of broader responsibilities following the

Cont'd on p.6

Letters Lettres

Faculty status for librarians (2)

Sir.

I should like to comment upon Professor Abraham N. Barnett's letter in the February issue of the **Bulletin.**

In his letter, Professor Barnett discusses a problem that is of concern to all librarians at Laurentian University—namely, how to achieve promotion. Because at Laurentian, research has traditionally been the primary criterion for promotion, librarian members of faculty are, according to the terms of the existing Librarians' Agreement, at a disadvantage when compared to their teaching colleagues. For the former must be in the library at least 34 hours a week over 11 months, whilst the latter are normally in class 9 contact hours a week over 8 months. Even with the many additional hours teaching faculty spend preparing classes, marking, attending meetings etc., they still have more time—particularly during the summer—to do their research.

For the record, I should like to make clear that my preferred solution to this problem corresponds exactly with Professor Barnett's—namely, to reword the Librarians' Agreement so that it is made clear that librarians be promoted "by virtue of their work as librarians". At the same time, I feel, as does Professor Barnett, that no changes should be made to the existing work schedule, and that research should be taken into account only so long as it can be accommodated into that schedule.

In other words, despite Professor Barnett's suggestion that there is a significant difference in our thinking on this matter, as far as I am concerned, there is none, and never has been.

Ashley Thomson
Information Officer,
Laurentian University
Faculty Association

Just one notch below the Holy Ghost?

Sir:

Jonas Lehrman's suggestion (February **Bulletin**) that faculty ranks are superfluous was very timely for us at the University of Victoria, as we are in the throes of debate on the relationship between rank and salary.

Dr. Lehrman, and others among your readers, may be interested to know that recently a motion that the rank of individual faculty members be kept secret was very narrowly defeated in the Faculty of Arts and Science at this University.

There were, of course, rather peculiar circumstances surrounding this motion. However, it served to underline the mystical nature of the concept of rank, which rivals that of the Trinity in depth and mysteriousness.

Perhaps Dr. Lehrman might have better success at Manitoba with a similar motion. In the meantime, I am sure many of your readers would be glad to see further comment on a subject of such intense personal interest to all faculty members.

John Greene
Dept. of French Language
and Literature
University of Victoria

CORRECTION

The September issue of the CAUT Bulletin, as part of its report on censured universities, carried a short reference to the CAUT censure of the University of Moncton, where it was reported that "a professor was dismissed after Francophone students complained about his teaching and his ability to speak French..." In fact, the professor was suspended from teaching duties for what the university considered to be "unethical professional conduct".

CORRECTION

A portion of "Income Tax and the Senior Citizen" (CAUT Bulletin, February 1978, p.40) is incorrect as it appeared. A sentence under the heading "Registered Retirement Saving Plans" reads: "If he is not in a registered pension plan the limit is the lesser of 20% of earned income or $5,500." This sentence should have read: "If he is not in a registered pension plan the limit is the lesser of 20% of earned income **and** $5,500."

Lakehead University

invites applications and nominations for the position of

DEAN OF ARTS

for a five year term commencing July 1, 1978.

Applications should include curriculum vitae and the names of three referees. Applications and nominations should be submitted to:

Mr. Donald E. Ayre
Secretary of the University
Lakehead University
Thunder Bay, Ontario
P7B 5E1

C.A.U.T. GROUP INSURANCE PLANS

Membership in Canadian Association of University Teachers entitles you to apply for the low cost plans of:

1. **LIFE INSURANCE** up to $200,000.
2. **PERSONAL ACCIDENT INSURANCE** $50,000 or $100,000
3. **FAMILY LIFE INSURANCE** — For spouses and Children of members

For complete details, brochures, applications, premium costs etc.,
Mail coupon or write to:

KANATIA
C.A.U.T. Insurance Trust
P.O. Box 3528, Stn. "C"
OTTAWA, Canada
K1Y 4G1

RÉGIMES D'ASSURANCE COLLECTIVE POUR L'A.C.P.U.

En votre qualité de membre de l'Association canadienne des professeurs d'université, vous pouvez souscrire aux régimes à prix modique suivants:

1. **ASSURANCE-VIE** jusqu'à $200,000
2. **ASSURANCE PERSONNELLE EN CAS D'ACCIDENT** $50,000 ou $100,000
3. **ASSURANCE-VIE POUR LA FAMILLE** sur la vie du conjoint et des enfants des membres.

Pour obtenir des détails complets, brochures, formule d'adhésion, tableaux des primes, etc.,
Postez ce coupon ou écrivez à:

KANATIA
Administrateur de L'assurance de L'A.C.P.U.
C.P. 3528, Station "C"
OTTAWA, Canada
K1Y 4G1

Please send me information outlining the C.A.U.T. Life and Accident Insurance Plans.

Veuillez, s'il vous plaît, me faire parvenir les renseignements complets sur les régimes d'assurance vie et d'assurance-accident de l'A.C.P.U.

Nom/Name .....
Adresse/Address
No et rue/No and Street .....
Ville/City .....
Province .....
Code Postal/Postal Code .....

The public has a right to know

by I. Cinman

If an informed electorate is a vital component in the proper operation of democracy and the public's right to information upon which government action is based is an integral part of the democratic process, then the federal government should introduce effective Freedom of Information legislation which would go far beyond the recommendations of its own Green Paper.

This was the message brought to the Standing Committee on Regulations and other Statutory Matters by the Canadian Association of university Teachers last month. The Committee, chaired by Sen. Eugene Forsey and Jed Baldwin (P-C, Peace River) is charged with reviewing the 1977 Green Paper on public access to government documents.

The CAUT, represented by Prof. Gordon Jones, CAUT President and Dr. Donald C. Savage, CAUT Executive Secretary, presented a brief, which among other things, said that any freedom of information legislation should be based on the public's unestricted right of access to all government documents.

Recommendations go too far?

Several moderately partisan members of the Committee expressed some misgivings about the sweep of CAUT recommendations, suggesting that the CAUT was driven by a certain amount of self-interest in seeking a broad range of amendments to the government position.

Prof. Jones said that openness and government accountability to the public were concepts above narrowly defined, parti-pris considerations, but added that there was indeed a certain amount of self interest, since free exchange of information and ideas, basic to informed debate, "is the lifeblood of our profession."

Exceptions to unrestricted access should be made in those areas where disclosure could harm the country's defence, foreign policy, certain Cabinet matters and certain matters touching on federal-provincial relations. Arguments over the release of those should be made subject to an *in camera* judicial review, he said.

But "national security", a term that has evolved into a convenient catchall category for the government, should be dropped as an acceptable reason for declining to make information available.

General comments by the Committee on CAUT's recommendations for an ultimate judicial appeal structure in cases where information is denied seemed to indicate that this was the most acceptable method.

The Committee did, however, wish to know how the system would protect itself from vexatious appeals.

Dr. Savage agreed that a barrier or a mechanism ought to be erected to prevent abuses, but added that while this might deter the more spurious requests from individuals, it should also apply to the government, when and if it repeatedly goes to the courts in the hope of preventing wide distribution of certain non-sensitive documents.

National security

The CAUT suggested that appeals against the denial of admission to Canada on "national security" grounds be covered by the Freedom of Information Act, that they be restricted to matters of defence or specific allegations of criminal activities and that the evidence presented by the Minister be reviewable *in camera* without written decision.

The CAUT also recommended revision of the Statistics Canada Act so that faculty associations/unions will have access to the same detailed salary data as university administration. At the moment, the information collected by Statistics Canada is available to university administrations only, since the Act has been interpreted to prohibit distribution of detailed salary data to anyone other than the respondent (i.e. university administration) to the Statistics Canada questionnaire. The CAUT also recommended the release of aggregated data gathered by the Pay Research Bureau.

In addition, the CAUT stressed that all government-sponsored research be governed by the provisions of the Freedom of Information Act.

Judicial review

The CAUT said that arguments over requests for government internal documents and memoranda, information on police or federal law-enforcement agency investigations in process and matters allegedly *sub judice,* documents prohibited from release by statute or Order in Council, policies on personnel management and personal privacy, trade secrets and other commercial information, should be made subject to an *in camera* judicial review, accompanied by a written decision.

To secure effective performance and ensure full cooperation from the civil service once the Act is in place, the CAUT suggested that each government department create and publish an index of all documents, including those classified "exempt" from release, together with reasons for withholding the document. The index, to be published quarterly, is to be made available to the public at the offices of the departments and through public libraries.

The CAUT said that the onus should be on the government to demonstrate the need for withholding information falling within one of the exempt categories, adding that the number of security classifications should be reduced to two — "Top Secret" and "Secret". It also called on the government to list publicly those in the bureaucracy with the power to classify material and urged that the number of people who exercise this power be drastically reduced.

The CAUT urged that the present 30 year rule for the declassification of documents be reduced to 10 years. Internal working papers and memoranda should be declassified automatically after eight years, except where their release would injure national defence, foreign relations, law enforcement and infringe on the privacy of individuals.

Individuals who seek information from government departments under the Freedom of Information Act should not have to wait longer than 20 working days for production of papers, said the CAUT.

Cost for searches and copying should be low and made standard in all government departments or waived altogether when "public interest" is involved.

Applicants for information, who find search costs to be high, should have the right to seek arbitration of the charges by the Commissioner for the Freedom of Information. The Commissioner, the CAUT said, should be a judge of the Federal Court of Canada, whose decisions could be appealed to the Federal court, but only on the grounds of judicial error.

The Freedom of Information legislation should ensure that civil servants are protected legally against law suits arising from release of information, while at the same time the legislation ought to contain certain provisions for disciplinary action or sanctions against civil servants who arbitrarily or capriciously deny access to information, the CAUT said.

Total Grants to Universities 1978-79

Province	% increase for 1978-1979	Total Grants To Universities
New Brunswick*	6.7%	1977-78 $50,286,260 1978-79 $53,661,610
Nova Scotia*	6.7% plus 1.0%	1977-78 $74,908,540 1978-79 $87,452,930
P.E.I.*	6.7% plus 1.0%	1977-78 $6,427,240 1978-79 $6,719,550
Newfoundland	4.3%	1977-78 $41,450,000 1978-79 $44,000,000
Québec	not yet approved	1977-78 $534,700,000 1978-79 not yet approved
Ontario	5.8%	1977-78 $704,400,000 1978-79 $745,400,000
Manitoba	3.0%	1977-78 $80,625,200 1978-79 $83,040,000
Saskatchewan	9.6%	1977-78 $78,688,000 1978-79 $85,418,610
Alberta	8.25%	1977-78 $172,139,000 1978-79 $186,548,000
British Columbia	not yet approved	1977-78 $191,866,003 1978-79 not yet approved

*The Maritime provinces agreed on a basic 6.7% increase plus an additional increase of 0.75% to universities who required further assistance in catching up. This affected about 6 or 7 universities in Nova Scotia. Not all of these received the full 0.75%. Furthermore the provinces of Nova Scotia and P.E.I. agreed to an additional 1.0% increase.

Acadia University

Department of Physics

Applications are invited for two sessional faculty members for the period 1 September 1978 to 30 April 1979. (There is a chance that one position may be continued beyond the latter date; however, no commitment can be made at this time.)

Applicants must have a Ph.D. or equivalent by September 1978, and will be expected to teach undergraduate courses. Preference will be given to applicants who have experience in fluid dynamics or plasma physics. Rank and salary will be commensurate with appointees' qualifications. Applications, including curriculum vitae and references should be addressed to:

Dr. Roy L. Bishop
Head, Department of Physics
Acadia University
Wolfville, Nova Scotia
B0P 1X0

LUTHER COLLEGE

a federated college of

The University of Regina
Regina, Saskatchewan, Canada

Invites applications for possible appointments, immediate and future, in the following areas

English: Emphasis on modern literature; composition

Religious Sudies: Christian studies, emphasizing reformation and modern periods; knowledge of religion in general and another religious tradition an asset

Social Work: Courses on theoretical aspects of social work and philosophy of social gospel

Education: Concern for family life education at primary and secondary levels

Biology: Concentration on human biology

It is anticipated that the English appointment and at least one other appointment will be made effective July 1st, 1978.

Qualifications: Ph.D. or equivalent preferred

Primary assignment: Teaching undergraduates. Other duties in accordance with college goals. On-going research.

Salary and rank: Commensurate with qualifications and experience

Salary floors: Lecturer: $13,347
Assistant Professor: $16,997
Associate Professor: $22,307

Luther appointments are ordinarily, but not necessarily, in the tenure stream.

Applications including curriculum vitae and the names of three references are to be sent to Dr. Roland E. Miller, Academic Dean, Luther College, University of Regina, Regina, Saskatchewan, Canada S4S 0A2. Closing date for receipt of application date when positions are filled.

UNIVERSITÉ LAVAL

Département de photogrammétrie et télédétection
Faculté de forestrie et géodésie
Québec, P.Q. Canada

POSTE DE PROFESSEUR EN TÉLÉDÉTECTION

NATURE DU TRAVAIL

1) Préparer et donner des cours, au niveau des 1er, 2ème et 3ème cycles, sur les traitements numériques et analogiques des données recueillies par télédétection (compression et décodage des données, filtrage, classification, amélioration des images, etc.)

2) Participer à l'élaboration et à la réalisation des projets de recherche portant sur les techniques d'analyses numériques et analogiques des données de télédétection et sur leurs applications à la cartographie des ressources naturelles.

QUALIFICATIONS REQUISES

1) Un doctorat ou l'équivalent dans une discipline appropriée.

2) Une expérience de travail dans le traitement numérique et analogique des images.

DATE LIMITE

31 mai 1978

Envoyer les documents nécessaires avec deux recommandations à:

Dr. Marc Leupin
Directeur
Dép. de photogrammétrie et télédétection
Faculté de foresterie et géodésie
Université Laval
Québec, P.Q.
Canada G1K 7P4

Western Report

Ron Lowe (CAUT Edmonton)

Brandon Faculty Unionize

The Brandon University Faculty Association was certified as a trade union on January 20, 1978 by the Manitoba Labour Board. Negotiations on a first collective agreement are now in progress. The bargaining unit defined by the the Labour Board includes "all members of the academic and instructional staff of Brandon University in Manitoba, including laboratory instructors, cartographers, councillors, professional librarians, continuing education specialists, and all other staff directly related to the teaching process and excluding deans, those above the rank of dean, students and employees covered by certificate Nos. MLB-2561, MLB-3155 and all those excluded by the Labour Relations Act of Manitoba."

Contract Administration - Regina

A CAUT-sponsored seminar on the administration of collective agreements was held February 18 at the University of Regina. Participants at the seminar were Professor Ken Swan (Law, Queen's) and Ted Bartley, CAUT Collective Bargaining Officer. Seminars of this kind have been offered at other universities who negotiate collective agreements and are designed to familiarize faculty with the fundamentals of contract administration.

Presidential Search Controversy — Calgary

The resignation of Dr. W.A. Cochrane, President of the University of Calgary has led to a controversy over the creation of a Presidential Search Committee. It has been alleged that the Committee was appointed by the Chairman of the Board of Governors and that all appointees were members of the Board of Governors.

In response, the University's General Faculties Council has passed a motion calling for representation from all constituencies in the University including the Senate, Deans' Council, graduate students, the Faculty Association, Alumni Association, and support staff.

Tuition Fees

Altough tuition fees were raised by 25% in 1977-78 in Alberta's universities, there are strong indications that tuition fees may be raised as much as 10% in 1978-79. University budgets are expected to increase by approximately 8.25% in 1978-79 and reports from both the University of Calgary and the University of Alberta suggest that a tuition fee increase can be expected to meet rising costs of university operations.

Banff Centre

Under legislation to be introduced this spring, the Banff Centre will become an autonomous institution with its own board of governors. In the past, Banff Centre was affiliated with the University of Calgary and was thereby included under the Universities' Act. Under the legislation, Banff Centre will be re-named the Banff Centre for Continuing Education.

New Agreement for U.B.C. Librarians

A new agreement containing terms and conditions of appointment for the 98 full-time librarians at U.B.C. became effective in February. The agreement identifies criteria for appointment, appointment and termination procedures, and types of appointment. Term appointments are either for a fixed period or will be probationary appointments with consideration for a further appointment. The second category, confirmed appointments, will be possible for librarians who have "maintained a high standard of performance in their professional work and show promise of continuing to do so."

CAUT Bulletin ACPU

Editor: I. Cinman
Published by the Canadian Association of University Teachers, 75 Albert St. Suite 1001, Ottawa, Ontario, K1P 5E7, Canada. **Donald C. Savage, Executive Secretary.**

© Copyright: Canadian Association of University Teachers.
Articles may not be reprinted except with permission from the author and the CAUT Bulletin.

Readers are invited to submit articles to the editor. The editor can not accept responsibility for items which are lost or damaged in the mail.

All signed articles express the views of the author. CAUT guidelines and policy statements are labelled as such.

The CAUT Bulletin is issued six times during the academic year: Sept. 1 Oct. 1; Dec 1; Feb 1, April 1; May 1.

Closing dates for receipt of advertising: display advertising 20 working days prior to publication date: classified advertising: 15 working days prior to publication date. Cost for classified advertising: $1.50 per line.

Prices for display advertising supplied on request.

Subscription: $12.00 per year. Out-of-Canada; $16.00 per year.

Classified advertising received after the closing date will be, whenever possible, included in a late column. No cancellations will be accepted after closing date. All verbal instructions regarding insertion of advertising must be confirmed in writing.

The publisher reserves the right to make the necessary changes in advertising copy if it is deemed to contravene various provincial human rights codes which prohibit discrimination on the grounds of age, sex, marital status, race, creed, colour, nationality or place of origin.

Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

Ottawa notes

by Jill Greenwell (CAUT)

Plans for spring election

The CAUT and the Canadian Federation of Biological Societies are gearing up for a spring election by organizing, in conjunction with local faculty associations, all-candidates meetings in university ridings. The meetings are designed to elicit candidates' attitudes and party policies on issues relating to post-secondary education and research, and will provide incumbent Liberal MPs with an opportunity to explain and defend their government's policies on such issues as research funding. Meetings are currently being arranged at the universities of Guelph, British Columbia, Manitoba, Winnipeg, and Queens. Those interested in assisting in the organization of similar meetings at their campus are asked to contact Dr. Donald C. Savage (CAUT) or Dr. John Kucharczyk (CFBS) at the CAUT Office in Ottawa.

A new tack

The mass lobbies, organized primarily by CFBS in collaboration with CAUT and other academic and research organizations to lobby the federal government on the plight of Canadian post-secondary education and research, have definitely been successful in sensitizing elected representatives to the need for clear policies in research funding, stability and planning. However, having recognized that this type of confrontation may well have outlined its immediate usefulness, CFBS is now spearheading a series of meetings designed to assist each political party in formulating policies on issues which depend heavily on the results of fundamental and applied research. Using academics from the various scientific and learned societies, the individual sessions on (1) Health and Welfare/Fitness & Amateur Sport (2) Fisheries (3) Agriculture (4) Transport/Communications (5) Urban Affairs/Manpower & Immigration (6) Environment/Indian & Northern Affairs, and (7) Energy, Mines & Resources are intended to provide politicians with detailed background information on scientific issues as well as their impact on a wide range of political issues and considerations. The Conservatives have been the only party so far to have taken advantage of the CFBS programme but similar sessions with members of the NDP, Socreds, senators, and civil servants are planned for the near future. Parliamentary Secretary for MOSST, Frank Maine, has suggested that there was little point in having similar meetings for Liberal MPs, and that it would be more effective to politicize the issues at the constituency level by the use of all-candidates meetings in university ridings.

Government appoints civil servant to new research council

The federal government has announced that Gordon M. MacNabb, Deputy Minister at Energy, Mines and Resources since 1975, will be the new President of the Natural Sciences and Engineering Council. Mr. MacNabb (B.Sc. Civil Engineering, Queen's) who joined the government in 1954, is Vice President of the World Energy Conference, President of Uranium Canada Limited, and a Director of Atomic Energy of Canada Limited and Petro Canada. He has been Chairman of the Canadian Section of the Columbia River Treaty Permanent Engineering Board since 1964, and is a member of the Association of Professional Engineers of Ontario.

Members of the research community reacted angrily to the appointment of a civil servant without any research background to the presidency of the new research granting council. (Another civil servant, André Fortier, Under-Secretary of State, was recently appointed President of the Social Sciences and Humanities Research Council despite strong protests from the academic community.) The CAUT Board, meeting in Ottawa last month, deplored the appointment of Mr. MacNabb. As early as 1975 the CAUT had called for an independent scientist rather than a career civil servant to hold the post to ensure that the special concerns of the research community would be put forcefully to the government. According to the Canadian Federation of Biological Sciences, Mr. MacNabb's name was not on any of the lists of nominees submitted by various research organizations to the government.

The government has made no announcement concerning the replacement for the late Dr. Malcolm Brown as President of the Medical Research Council. Several people are reported to have declined the appointment for a variety of reasons. (The position carries a salary considerably less than most deputy ministers, and it is uncertain at the moment how much independence the new president would have.)

GENERAL EDITOR
CAUT MONOGRAPH SERIES

Nominations or applications will be welcomed for the position of General Editor of the CAUT Monograph Series. The appointment will be for a period of from three to five years and carries a small honorarium. The person appointed will work closely as Associate Editor during the 1978-79 academic year with the present General Editor, Dr. Naomi Griffiths, Carleton University, and will assume the responsibilities of General Editor thereafter.

The General Editor, under the authority of the Publications Committee and the CAUT Executive Committee, initiates titles in the series, secures and works closely with authors under contract to ensure completion of manuscripts, negotiates publishing and distribution agreements with the publisher, applies for publication grants, and is generally responsible for seeing projects through to completion.

Experience in editing and publishing book-length manuscripts is an asset. Interest in the aim of the Monograph Series to publish books of general interest and value to the Canadian academic community is equally important.

Present titles in the Series include: **But Can You Type? Canadian Universities and the Status of Women** by Jill McCalla Vickers and June Adam and **If Teaching is Important... The evaluation of instruction in higher education** edited by Christopher Knapper, et al.

Nominations or applications should be sent to: Dr. D.C. Savage, Executive Secretary, CAUT, 75 Albert Street, Ottawa, Ontario.

Brandon University

DEPARTMENT OF LANGUAGES
(GERMAN - FRENCH)

Sabbatical Replacement

Sabbatical replacement; eight months (September 1978 April 1979) at Lecturer level.

Minimum M.A. (Major in German, Minor in French) to teach German and French courses in undergraduate program.

This position is subject to final budgetary approval. Candidates should forward Curriculum Vitae and three letters of recommendation to Dr. W. Entz, Chairman, Department of Classical and Modern Languages, Brandon University, Brandon, Manitoba R7A 6A9.

Simon Fraser University

Chairman

Department of Criminology

Simon Fraser University invites applications and nominations for the position of Chairman of the Department of Criminology. The position will be open effective September 1, 1978 but a later starting date may be negotiated.

The Department of Criminology is a multi-disciplinary department with 18 full-time faculty. It offers undergraduate and graduate programs leading to degrees in Criminology and provides exceptional research opportunities.

Candidates should have strong academic credentials and an established reputation in the field of Criminology or one of the closely related disciplines. Canadian experience or knowledge of the Canadian criminal justice system is highly desirable. Previous administrative experience would be a strong asset. Rank and salary will be dependent on qualifications.

Applications or nominations will be treated in strict confidence and should be addressed to:

Dr. T.W. Calvert
Dean, Faculty of Interdisciplinary Studies
Simon Fraser University
Burnaby, B.C. V5A 1S6

RESTRUCTURE... *from p.1*

elimination of one tier (the Executive) of a previously three-level structure.

However, the Council's mandate, in addition to creating the Board, would extend to finalizing all CAUT briefs presented to governments, and documents such as clause finders, etc. According to the committee, the Council would retain final authority in major policy documents, it would be responsible for developing fee formulas and setting fee levels, have the final approval over the Association budget and vote censure.

Relations with the universities in Quebec would continue to be governed by the accord with FAPUQ.

OVERSIGHT

The table appearing on pages 18 and 19 of the February 1978 Bulletin was an updated version of a similar table which originally appeared in the May 1977 issue of University Affairs. Due to an oversight, this fact was not mentioned in the Bulletin. We apologize for any inconvenience this may have caused to the staff of University Affairs.

The Board also approved the draft budget for the 1978-79 academic year (the total operating budget is expected to reach $937,000); reaffirmed the $5 annual fee for retired professors and recommended to the Council that the faculty association at St. Thomas More College in Saskatoon be admitted to membership in the CAUT. It also recommended to Council the documents on part-time faculty, guidelines on limited-term appointments, visiting professors, appointments based on short-term funding and tenure quotas and guidelines concerning reductions in academic appointments for budgetary reasons.

UNIVERSITY OF VICTORIA. **Department of Slavonic and Oriental Studies.** 1. University of Victoria invites applications for the position of full Professor in Russian language and Literature. The appointment is to become effective July 1, 1979. 2. Qualifications Ph.D., Publications, teaching experience and fluency in Russian required. 3. Courses to be taught include: 19th Century Russian Literature, Russian Culture and advanced Russian Language. 4. Salary commensurate with qualifications and experience. 5. Applications, together with curriculum viate and names of four references should be sent to: Dr. Z. B. Juricic, Chairman, Department Slavic and Oriental Studies, University of Victoria, Victoria, B.C., Canada. V8W 2Y2. Applications will be received until the position is filled. The University reserves the right not to fill this vacancy.

SAINT MARY'S UNIVERSITY

Invites applications, or nominations, for the position of

PRESIDENT

to take office July 1, 1979

Saint Mary's is a co-educational University which offers programs at the graduate and undergraduate levels. There are approximately 2500 full-time students and 2500 part-time students and a Faculty of 175.

The salary and terms of office of the President are negotiable.

Nominations for the position or written applications, accompanied by a resumé, will be received until a selection is made, and should be sent to:

Dr. Michael MacMillan, Secretary
Presidential Search Committee
Saint Mary's University
Halifax, Nova Scotia
B3H 3C3

SOCIAL SCIENCE FEDERATION OF CANADA

Planning for the 1981 Census has made it clear that there is imminent danger that the scope, therefore usefulness, of the census will be severely impaired. The SSFC is most seriously concerned about the implications such a move would have for a wide range of census data users. A working party has been created to prepare a brief which will document the great importance of carrying out a proper census. This working party is composed of: Marion Steele (Dept of Economic, Guelph University), Warren Kalbach (Dept of Sociology, University of Toronto), William Stanbury (Faculty of Commerce and Business Administration, University of B.C.), Réjean Lachapelle (Institute for Research on Public Policy) and is chaired by Edward B. Harvey, Chairperson of the Standing Committee on Statistics. It is the intention of the SSFC to give the brief wide circulation and the Federation welcomes input or suggestions from any who share this concern. These should be directed to: Edward B. Harvey C/O Social Science Federation of Canada, 151 Slater, Suite 415 Ottawa, Ontario, K1P 5H3.

THE UNIVERSITY OF CALGARY

Invites applications from, or the nomination of, highly qualified individuals for the position of

PRESIDENT

to take office September 1, 1978

The University of Calgary is a publicly supported institution established in 1966. Degree programs are offered in a wide variety of academic and professional disciplines through 15 Faculties and a University College. The University has a current full-time enrolment of approximately 11,000, including both graduate and undergraduate students and a full-time teaching faculty of 940.

The President has the general supervision over and direction of the operation of the University, including the academic work and business affairs of the University, and such other powers and duties as may be assigned to him by the Board of Governors.

In the performance of these functions, the President is assisted by a Vice-President (Academic), a Vice-President (Finance) and a Vice-President (Services).

The salary and terms of office of the President are negotiable.

Written applications or nominations for this position, accompanied by a resume of qualifications, will be received until a selection is made, and should be sent to:

Secretary to the Board of Governors
Room 127, Arts Building
The University of Calgary
Calgary, Alberta
T2N 1N4

THE UNIVERSITY OF CALGARY

ÉCOLE POLYTECHNIQUE
DE MONTRÉAL

PROFESSEUR en génie électrique

À plein temps pour l'enseignement du design électronique au 1er cycle

NATURE DU POSTE:

Le candidat, sera aussi appelé à dispenser tant les cours de base en électronique et en logique que ceux portant sur les microprocesseurs, l'électronique des communications, etc.

EXIGENCES:

- Être détenteur d'un doctorat et posséder quelques années d'expérience ou l'équivalent (vaste expérience industrielle en conception et développement démontrée par des travaux reconnus).
- Avoir d'excellentes aptitudes pour la recherche dans la discipline de spécialité.
- Maîtriser parfaitement l'usage du français.

Les candidatures seront acceptées jusqu'à ce que le poste soit comblé et doivent parvenir au:

Directeur du département de Génie électrique
ÉCOLE POLYTECHNIQUE
Campus de l'Université de Montréal
Case postale 6079, Succursale "A"
Montréal, Qué., H3C 3A7

Le cas d'expulsion au Manitoba est mentionable, dit un comité de l'ACPU

En mars 1975, deux professeurs du Collège de Saint-Boniface, institution affiliée à l'Université du Manitoba, ont été inopinément informés que leur emploi ne serait pas prolongé à l'année scolaire 1975-76. Il ne leur a pas été donné à ce moment-là ni subséquemment de raisons acceptables à l'appui de la décision. L'occasion de se défendre n'a pas été donnée aux professeurs et il n'y avait pas eu d'appréciation officielle par leurs pairs conduisant à la décision de ne pas renouveler leur engagement. Il n'a jamais été question que la compétence universitaire de ces deux professeurs soit insatisfaisante. En fait, ils semblent avoir été du nombre des éléments les mieux formés et les plus accomplis d'un personnel de 40 professeurs. Ils étaient à l'époque deux des trois seuls professeurs pourvus du Ph.D.

Le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU a été saisi du cas du Pr Gertrude E. Gecewicz en 1975. L'enquête menée par l'ACPU sur le problème a révélé l'existence à Saint-Boniface d'une situation inquiétante où l'on méconnaissait ou violait les principes normaux qui régissent les nominations universitaires. Le 13 mars 1975, le Pr Gecewicz a reçu du recteur intérimaire G.L. Damphousse une lettre l'informant, sans mention de motifs, que son contrat ne serait pas renouvelé pour 1975-76. Le recteur intérimaire Damphousse a dit plus tard au Pr Gecewicz, au cours d'une conversation, que la raison du non-renouvellement de son contrat était qu'elle ne cadrait pas avec la collectivité universitaire du Collège et qu'elle serait plus heureuse ailleurs.

Le Collège de Saint-Boniface avait une convention collective avec ses professeurs au moment du non-renouvellement du contrat du Pr Gecewicz. La convention, cependant, ne prévoyait pas de système d'appréciation par les pairs quant aux décisions de renouvellement de contrat ni de mécanisme d'appel permettant à un professeur de tester la validité des décisions le concernant. Même si la convention prévoyait l'arbitrage obligatoire, ce dernier ne valait que pour les griefs connexes à l'interprétation des dispositions de la convention.[1]

L'affaire Gecewicz suscitant de plus en plus d'agitation au Collège, l'association des professeurs (qui n'est pas affiliée à l'ACPU) a demandé à l'administration d'indiquer au Pr Gecewicz les raisons de sa décision; tous les professeurs de Saint-Boniface ont approuvé cette demande. L'administration a refusé d'y faire droit. L'association a décidé, par une voix de majorité, de demander à l'ACPU de se mêler de l'affaire. Il y a eu des boycottages et des protestations de la part des étudiants à l'appui du Pr Gecewicz en mars et avril 1975. Le 12 avril, l'association a de nouveau cherché à résoudre le problème en demandant l'arbitrage du conflit. Le conseil d'administration a repoussé la proposition et ratifié sa décision antérieure.

Il a été établi un comité d'enquête de l'ACPU qui s'est présenté au Collège en avril 1975. Les membres du Comité ont aussi rencontré le Premier ministre d'alors de la province, l'honorable Edward Schreyer, ainsi que l'honorable Ben Hanuschak, alors ministre de l'Education. Selon le rapport final du comité d'enquête, il n'existait aucune possibilité d'en venir à un règlement par la médiation. Le président du conseil d'administration, M. Rénald Guay, avait dit au comité que le contrat du Pr. Gecewicz n'avait pas été renouvelé sur la recommandation d'un groupe de ses collègues qui avait apprécié son rendement. Le comité de l'ACPU était d'avis, cependant, que l'administration avait pris unilatéralement la décision.

Le projet de rapport du comité d'enquête a été rejeté par l'Association des professeurs qui estimait que le comité n'avait rien sur quoi se fonder pour conclure qu'il avait été mis fin à son emploi parce que le Pr Gecewicz avait résolument visé à atteindre des normes universitaires supérieures à Saint-Boniface et avait ainsi indisposé l'administration et certains de ses collègues.

L'association, cependant, a rencontré l'ACPU et le nouveau recteur, M. Roland Cloutier, pour discuter des implications du rapport. Le recteur s'est dit intéressé par la possibilité d'un arbitrage et a accepté de présenter une proposition à ce sujet au conseil d'administration.

Le 14 novembre 1975, l'ACPU a été informée que l'association avait rejeté le texte définitif du rapport du comité d'enquête et ne voulait pas que l'ACPU intervienne davantage dans l'affaire. Le 11 décembre, le recteur Cloutier, au fait de la position de l'association, a informé l'ACPU que le conseil d'administration avait refusé de rouvrir le dossier.

Le Comité de la liberté universitaire

Suite à la page 9

Manitoba dismissal case worth noticing, says CAUT Committee

In March 1975 two faculty members holding appointments at Collège de St-Boniface, an affiliate of the University of Manitoba, were advised unexpectedly that their appointments would not be continued in the 1975-76 academic year. No acceptable reasons for the decision were given then or subsequently. The faculty members were not given an opportunity to defend themselves, and no formal peer evaluation had been made leading to the decision not to renew. There has never been any suggestion that the academic competence of these faculty members was unsatisfactory. Indeed, they appear to have been among the best trained and most accomplished scholars on a faculty of fourty. They were at the time two of only three members holding Ph.D degrees.

Professor Gertrude E. Gecewicz's case came to the Academic Freedom and Tenure Committee of CAUT in 1975. CAUT's investigations of the problem revealed a disturbing situation at St-Boniface in which normal principles governing academic appointments were ignored or violated. On March 13, 1975 Professor Gecewicz received a letter from the Acting Rector G. L. Damphousse, informing her that her contract would not be renewed for 1975-76, but providing no reasons. Acting Rector Damphousse later told Professor Gecewicz in conversation that the reason for the non-renewal was that she did not fit in with the academic community of the College and would be happier elsewhere.

Collège de St-Boniface had a collective agreement with its faculty at the time of the non-renewal of Professor Gecewicz. That agreement did not, however, provide for any system of peer assessment in renewal decisions, nor any appeal mechanism for a faculty member to test the validity of decisions affecting him. While it did provide for binding aribtration, such arbitration was available only for grievances arising out of the interpretation of clauses in the collective agreement.[1]

With growing agitation on the campus over the Gecewicz affair, the Faculty Association (which is not affiliated with CAUT) requested the Administration to provide Professor Gecewicz with reasons for its decision, and this request was endorsed by all faculty members at St-Boniface. The administration refused this request. The Faculty Association by a one-vote margin resolved to ask CAUT to come into the case. Student boycotts and protests in support of Professor Gecewicz occurred during March and April, 1975. On April 12, the Faculty Association once again attempted to resolve the problem by requesting arbitration of the dispute. The Board rejected the proposal and ratified its earlier stand.

A CAUT Committee of Inquiry was established and visited the campus in April of 1975. Members also met with the then Permier of the Province, the Honourable Edward Schreyer, as well as with the Honourable Ben Hanuschak, then Minister of Education. The final report of the Committee of Inquiry concluded that no possibility of a mediated settlement existed. Chairman of the Board, Mr. Rénald Guay, had claimed to the committee that Professor Gecewicz had not been renewed upon the recommendation of a group of colleagues who had evaluated her performance. It was, however, the opinion of the CAUT committee that the decision had been taken unilaterally by the administration.

The draft report of the Committee of Inquiry was rejected by the Faculty Association because it felt that the committee of inquiry had no basis for its conclusion that the appointment of Professor Gecewicz was terminated because she had determinedly pursued higher academic standards at St. Boniface and in so doing had antagonized the administration and some of her colleagues.

The Faculty Association did, however, meet with CAUT and the new Rector, Dr. Roland Cloutier, to discuss the implications of the report. The Rector expressed interest in the possibility of arbitration and agreed to present such a proposal to the Board.

On November 14, 1975. CAUT was advised that the Faculty Association had rejected the final version of the Committee of Inquiry's report and declined further intervention by CAUT in the case. On December 11, Rector Cloutier, aware of the Faculty Association's position, informed CAUT that the Board had declined to re-open the case.

The Academic Freedom and Tenure Committee feels that it has a responsibility to draw to the attention of the Canadian academic community the case of Professor Gecewicz. The unwillingness of Collège St-Boniface to agree to procedures for resolving this long standing dispute should not be allowed to pass unnoticed. Professor Gecewicz was terminated without warning, without written reasons, without a hearing, and without opportunity to appeal.

Cont'd on p.9

Secrétaire général associé suppléant
A.C.P.U.

L'ACPU va nommer un Secrétaire général associé suppléant comme remplaçant durant un congé d'un an. L'intéressé fera fonction de secrétaire du Comité de la liberté universitaire et de la permanence de l'emploi, fera enquête sur les griefs des professeurs dans les universités et secondera le Secrétaire général dans des domaines des affaires de l'Association qui lui seront confiés.

Les titres et qualités souhaités comprennent: Ph.D. ou l'équivalent, expérience professorale universitaire, expérience des affaires d'une association locale de professeurs, surtout dans le domaine de l'étude des griefs et de la négociation de règlements. L'aptitude à parler les deux langues serait un atout marqué.

Le poste serait attrayant à un professeur agrégé junior ou à un professeur adjoint senior désireux de s'absenter du professorat durant un an.

La nomination vaudra pour la période du 1er mai 1978 (ou aussitôt après que possible) au 30 juin 1979 et comportera un traitement de $18,000 à $26,000 par année. Frais de déplacement payés. Avantages sociaux selon la convention collective avec le personnel.

Envoyer sa demande le plus tôt possible au Secrétaire général, ACPU, suite 1001, 75, rue Albert, Ottawa (Ontario), K1P 5E7.

Acting Associate Executive Secretary
C.A.U.T.

CAUT will be appointing an Acting Associate Executive Secretary as a one-year leave replacement. The person appointed will act as Secretary of the Academic Freedom and Tenure Committee, investigate faculty grievances in the universities, and assist the Executive Secretary in assigned areas of Association business.

Desirable qualifications include: Ph.D. or equivalent, university teaching experience, experience in local faculty association affairs particularly in the area of grievance investigation and settlement negotiation. Bilingual ability would be a distinct asset.

The position would be attractive to a faculty member at the junior Associate Professor rank or senior Assistant Professor rank willing to take leave of absence from a university appointment for one year.

The appointment will be for the period May 1, 1978 (or as soon as possible) to June 30, 1979 at a salary between $18,000 and $26,000 per year. Moving expenses. Fringe benefits as in staff collective agreement.

Applications should reach the Executive Secretary, CAUT, Suite 1001, 75 Albert Street, Ottawa, Ontario, K1P 5E7, as soon as possible.

THE UNIVERSITY OF NEW BRUNSWICK

Invites applications and nominations for the position of

DEAN OF LAW

commencing on or after July 1, 1978

Applicants should have appropriate academic and administrative experience. Candidates should be conversant with higher education and the profession of Law in Canada. Applications should include a curriculum vitae and the names of three referees. The deadline for receipt of applications, whether direct or resulting from nominations, is April 30, 1978; submit these to:

The Chairman of the Search Committee for Dean of Law
Dr. Mervyn Franklin
Vice-President (Academic)
University of New Brunswick
P.O. Box 4400
Fredericton, New Brunswick E3B 5A3

UNIVERSITY OF WINDSOR

THE FACULTY OF HUMAN KINETICS

FACULTY POSITION

Teaching at the undergraduate level:
Practicums in basketball, archery and field hockey, as well as other areas.
Relevant teaching and coaching experience is essential.
The successful candidate will be expected to coach the Women's Intercollegiate Basketball Team.
Master's Degree preferred.

SALARY SCALE 1978-79:

	Minima
Lecturer	$14,430
Assistant Professor	$17,917
Associate Professor	$22,740
Professor	$29,220

Rank and salary commensurate with qualifications and experience.

AVAILABLE: July 1st, 1978, pending budgetary approval.

APPLY TO: Dr. P.J. Galasso, Dean
Faculty of Human Kinetics
University of Windsor
Windsor, Ontario, N9B 3P4

PLEASE ENCLOSE FULL CURRICULUM VITAE AND NAMES OF THREE REFEREES.

Science heats up politics

Another lean year for research funding in Canada

The Main Estimates for 1978-79, from which research funds are apportioned to universities and federal research institutions, will give the National Research Council a grant of $104.8 million, up 7.1 per cent over last year's amount; the Medical Research Council will receive some $60 million, an increase of 3.8 per cent and the Social Science and Humanities Research Programme of the Canada Council will benefit by $31.1 million, or some 7.9 per cent higher than last year's figure.

Since the current rate of inflation for all research depending on the sector hovers between 10 and 15 per cent, in all three cases the amounts allocated by the Main Estimates are far short of being adequate for continuation of present research projects and will not permit for the funding of new research endeavours supported by the granting councils.

The announcement more than justifies previous statements by the CAUT about the Government's policy of underfunding and neglecting science and research in this country — an issue which may play a not insignificant role in the next federal election, particularly in those 49 electoral districts containing universities and colleges.

R and D in the House

A similar theme — the need for greater emphasis to be placed on Canada's research and development capability — was played out during a 5½ hour debate in the House of Commons March 7, when the Leader of the Opposition, Joe Clark, moved a motion that Canada set a goal of 2.5 per cent of the G.N.P. to be spent on research and development by 1985 (a figure originally recommended by the Lamontagne Commission).

Mr. Clark stressed the important role scientific research plays in a nation's future, saying that technical discoveries would go a long way towards improving the current economic situation in this country since an increase in funding research programs would result in economic growth and create new job opportunities.

The P.C. leader underscored the inadequacy of the federal government's support of the granting councils in aid of research and called some existing federal R & D policies, such as the "make or buy" proposition, counterproductive.

Mr. Clark's motion was supported in principle by members of the New Democratic Party and by Socred M.P.'s participating in the debate. Several Liberal backbenchers dissented from the official Federal Cabinet position of under-funding university research, urging the government to reverse its current policies in this area.

Research a political issue

The same issue surfaced at the Social Credit Party's federal convention in Winnipeg last month, when the party called for a 2½ fold increase in investment in Canadian research and development.

The Socreds proposed an increase in total research and development investment to 2.5 per cent of the G.N.P. by 1985, of which 50 per cent would come from the private sector and the other 50 per cent from government dollars.

The Socreds called for stabilization measures which include a long-term Canadian science policy for basic and applied research, three-year detailed budget projections which would be revised annually, along with several long-term projections of a less precise nature.

The convention favoured the appointment of representatives chosen by the scientific community on various government bodies responsible for determining research priorities and setting research budgets.

The New Democratic Party was the first political party to come out with a clearly defined policy on science and research funding.

The party's 1977 Convention adopted a resolution which called for increased financial support for basic science and applied research and development to a level of at least 2.5 per cent of the G.N.P. within three years.

The NDP also called for industrial research and development to be carried out in Canada by domestic and foreign-owned companies operating in Canada and the establishment of Research and Development Crown Corporations, in cooperation with the provinces, which would carry out mission-oriented research on pressing national problems. I.C.

PROFESSIONAL STAFF (CENTRAL OFFICE)

Don Savage (Executive Secretary):	Relations with Governments Association Affairs Collective Bargaining
Vic Sim (Associate Executive Secretary):	Academic Freedom and Tenure Academic Status of Librarians Association Affairs
Jill Greenwell (Professional Officer):	Relations with Governments
Ron Levesque (Research Officer):	Economic Benefits
Ted Bartley (Professional Officer):	Legal aspect of Collective Bargaining
Ida Townsend (Business Manager):	Fees Business Matters
Israel Cinman (Editor-Information Officer):	Bulletin - Editorial Bulletin - Circulation Associate Membership

COMMITTEE CHAIRMEN

Academic Freedom & Tenure	**James Foulks** (Pharmacology, UBC)
Collective Bargaining	**Roland Penner** (Law, Manitoba)
Status of Women	**Norma Bowen** (Psychology, Guelph)
Librians	**Cal Evans** (Library, Guelph)
Teaching Effectiveness	**Bruce Shore** (Research & Development, McGill
Publications	**Ken Pryke** (History, Windsor)
Economic Benefits	**Ron Levesque** (CAUT)

Certification at Dalhousie

On February 16th the Dalhousie Faculty Association voted to direct its executive to secure certification under the Nova Scotia Trade Union Act. The motion carried by a vote of 119-29 with 3 abstentions. It followed a spirited debate in which a succession of former presidents of the Faculty Association testified to the difficulty, if not impossibility, of securing what the faculty desired through the normal channel of petitioning the administration or the Board of Governors.

The current President of the Association, Professor Philip Welch of the Faculty of Medicine, demonstrated to the meeting one particular case study, namely the non-discussion of free tuition for dependents, which had gone on for several years sliding up and down the administrative ladder without any appreciable result. He also outlined how Dalhousie's salary scale had been slipping in relation to other institutions even in one senior category, in comparison with the College Ste. Anne at Church Point, Nova Scotia.

Long negotiation

The debate and the decision must be seen, however, against the background of a prolonged and unsuccessful negotiation during the past twelve months by which the faculty association sought to get a special plan bargaining arrangement outside the labour legislation of Nova Scotia. The membership imposed three conditions which had to be met before they would agree to a special plan. The first was binding arbitration of salary and fringe benefit disputes along with binding arbitration of individual grievances. The second was recognition of the Faculty Association as the sole bargaining agent of the academic staff. The third was a demand that all necessary information for bargaining be shared by the parties.

There can be little doubt but that the arbitration demand was uppermost in most people's minds. It was modelled after the special plan at the University of British Columbia. Without arbitration, there seemed to be a general belief that nothing much would have changed either in salary negotiations or in individual disputes.

Before Christmas the Association at a general meeting imposed a deadline of February 1st for a final answer from the Board's representatives. At a meeting on January 12th those representatives indicated that they rejected all three conditions. They were requested to do so in writing and gave their reply on February 10th. Again they rejected the conditions. The same day, however, the administration indicated by telephone that the letter was inoperative and would be replaced by a counterproposal. A meeting was held on the following Monday.

The next day—St. Valentine's—the administration issued a letter to the faculty with a series of counter-proposals — arbitration on salaries but nothing else, recognition of the association as the primary but not sole bargaining agent, and a reasonable release of information. This letter appeared two days before the meeting of the Association scheduled to discuss certification.

Certification the answer

Many of the speakers at the meeting indicated that they considered the administrative manoeuvre as a mere gesture, "a death-bed repetence" in the words of one faculty member, which only occurred because the presidential suite suddenly realized that the motion to certify was likely to carry. But perhaps more typical of the faculty were two senior and prominent faculty members who said that they had long been skeptical of collective bargaining but had now been convinced by the evidence that the traditional forms of petitioning were futile and that the only solution was certification.

The consequence was the vote which carried by an approximately 4 to 1 margin. An amendment to substitute the word "empower" for "direct" in the resolution was defeated by a large but unrecorded margin. Since then the Executive has been organizing itself to conduct the sign up campaign and to prepare for the vote normally called by the Nova Scotia Labour Relations Board which will likely take place this month.

MANITOBA... *de la page 7*

et de la permanence de l'emploi estime qu'il lui incombe d'appeler l'attention de la collectivité universitaire canadienne sur le cas du Pr Gecewicz. Il ne faudrait pas laisser passer inaperçu le refus du Collège de Saint-Boniface de convenir de procédures destinées à régler ce conflit qui dure depuis longtemps. Il a été mis fin à l'emploi du Pr Gecewicz sans avertissement, sans justification par écrit, sans l'entendre et sans possibilité d'appel.

Il est regrettable que l'ACPU n'ait pu aider le Pr Gecewicz à obtenir justice ni amener le Collège de Saint-Boniface à instituer des procédures servant à protéger les professeurs et semblables à celles qui se pratiquent dans tout le pays.[2]. L'ACPU aurait bien pu adopter des mesures plus énergiques si elle n'avait tenu compte de ce que le bien de l'ensemble des professeurs du Collège en aurait peut-être souffert. L'ACPU espère que la leçon qui se dégage de l'affaire Gecewicz ne sera pas perdue et que les professeurs du Collège finiront par connaître un meilleur climat propice à la liberté universitaire. C'est à cette fin que nous publions ce rapport.

1. La convention collective actuelle prévoit un comité paritaire chargé des décision de la permanence de l'emploi et exige que les raisons en soient données si la permanence de l'emploi est refusée.

2. Au moment de mettre sous presse, sauf erreur, d'importantes améliorations ont été négociées dans le cadre de la convention collective au Collège bien que les parties n'aient pas encore ratifié le document.

Ce rapport est publié avec l'appui du Comité Exécutif de l'ACPU sous la recommendation du Comité de la Liberté Académique et la Permanence de l'Emploi.

MANITOBA... *from p. 7*

It is regrettable that CAUT was not able to assist Professor Gecewicz in obtaining justice or to encourage Collège de St-Boniface to institute procedures for the protection of faculty similar to those widely used throughout the country[2]. Stronger action by CAUT might well have been taken had not it been considered that the welfare of faculty as a group at the Collège might have suffered as a result. It is hoped that the lesson of the Gecewicz case will not be lost, and that faculty members at the Collège will eventually achieve a better climate for academic freedom to flourish. To that end we publish this report.

1. The Current collective agreement does provide a parity committee to make tenure decisions and requires that reasons be given if tenure is to be denied.

2. At date of publication it is understood that substantial improvements have been negotiated in the collective agreement at the Collège though the document has not yet been ratified by the parties.

This report is published with the approval of the CAUT Executive on the recommendation of the Academic Freedom and Tenure Committee.

Amnesty International

Set them free

by Jean Sonnenfeld

Helsinki monitors lose human rights

The Review Conference on Security and Cooperation in Europe ended recently in Belgrade without mentioning human rights in the final document. Although human rights were provided for in the Final Act of the original document signed in Helsinki in 1975 by 35 states, violations have continued in many countries. In most cases domestic legislation to imprison those who exercised certain rights of conscience has not been repealed or amended.

In the USSR unofficial groups of citizens were set up after the Helsinki Conference to monitor Soviet implementation of the human rights provisions. The first official Helsinki monitoring group was organized in Moscow in May 1976. Its initial proclamation was signed by 11 human rights activists, including one Amnesty International prisoner of conscience, Anatoly Marchenko, and two former prisoners of conscience, Alexander Ginzburg and Pyotr Grigorenko. By January 1977 comparable groups had been established in other Union Republics of the USSR: the Ukraine, Lithuania, Georgia and Armenia. Within days of the formation of the Moscow Helsinki monitoring group its chairman, Dr. Yuri Orlov, was warned by officials that the group's activity was "anti-Soviet" and that its members faced possible prosecution. Harrassment of the Helsinki monitors continued. When in January 1977 Dr. Orlov was informed that a criminal case was being prepared against members of the Moscow Helsinki monitoring group, Amnesty International's membership urged that none be prosecuted for their activities in the group. However, between February and April 1977, in the midst of intense attacks by the official media on Soviet human rights activists, nine members of the Helsinki monitoring groups in Moscow, the Ukraine and Georgia were arrested and detained for criminal investigation. They have all been adopted by Amnesty International as prisoners of conscience.

Mykola Rudenko, a 56 year old writer who was the group's secretary and a member of AI's Moscow group since its inception in 1974, was sentenced to 7 years in a corrective labour colony. Alexy Tikhy, a teacher, was sentenced to 10 years as a "second offender". In addition, the court imposed a 5 year term of internal exile on each of the two men. These are the maximum penalties allowed by Soviet law for persons convicted of "anti-Soviet agitation and propaganda".

Five more members were arrested during December 1977. Levko Lukyanenko, a 50 year old lawyer, was arrested on December 12 at Chernigov in the Ukraine. He became a prominent member of the Ukrainian Helsinki monitoring group in 1976. There is no indication that he has been released from detention, and AI is concerned that he may face criminal charges and another term of imprisonment, in addition to the one he has just completed for participation in human rights activities.

Robert Nazarian, a 29 year old engineer, clergyman Shagen Arutyunian, and Ambartsum Khlgatian, a 50 year old worker, were arrested in Yerevan in late December. All three are members of the Armenian monitoring group formally established in April 1977. Mr. Nazarian was one of the group's leaders and had already been harrassed and condemned in the official media. Mr. Arutyunian had previously served a term of imprisonment for "anti-Soviet activity" for his participation in an Armenian nationalist group. Reportedly all three were released within two days.

Pyotr Vins, a member of the Ukrainian Helsinki monitoring group and son of the prominent Baptist prisoner of conscience, Georgy Vins, was arrested on December 8 on a Kiev-Moscow train and sentenced to 14 days' imprisonment for "hooliganism". He went on a hunger strike in protest against his treatment, and reportedly received a second 14-day sentence.

Such is the price of taking an international accord seriously.

Amnesty International news items of particular interest to the academic community appear regularly in the CAUT Bulletin. The space is made available to Amnesty International by the CAUT as an indication of the support the CAUT extends to AI and its aims. Support of particular cases is a matter of individual conscience on the part of CAUT members.

UNIVERSITY OF BRITISH COLUMBIA FACULTY POSITION IN BIOCHEMISTRY

Applications are invited for the position of Assistant Professor of Biochemistry in the Faculty of Medicine, University of British Columbia. Appointment at a higher rank may be possible. The successful applicant will have a major responsibility for the development and teaching of a course in Human Biochemistry primarily for medical students. In addition, the person will be expected to develop a vigorous research program. A Ph.D. or M.D. and postdoctoral training are minimal requirements. Starting date is September 1978 or as soon thereafter as possible. This position is advertised subject to funds being made available.

Applications and the names of three references should be sent before May 15, 1978 to: **Head, Department of Biochemistry**
UNIVERSITY OF BRITISH COLUMBIA
Vancouver, B.C. Canada
V6T 1W5

Mexico

We cannot stop feeding the Mexican giant

The National University of Mexico is the largest institution of higher education in the Americas. Exultation over is growth has recently given way to distress over the consequences of giantism as Daniel Levy, research associate at the Higher Education Research Group at Yale University, reports.

More than 250,000 students attend UNAM, up from 100,000 in 1970. Half study at the professional level, half at the preparatory level. The numbers explosion results from Mexico's sustained economic growth in the last few decades, following a long period of turbulence. Unfortunately, this explosion preceded the prolific creation of other institutions of higher education. The results have not been kind to UNAM.

As many European universities discovered in the 1960s, traditional structures could not cope with the demographic challenge. Opinion is almost unanimous that academic quality has declined during the last decade. While demand for higher education soars, admissions remain virtually open not just to the university but to the career of the student's choice. These careers are still organized around isolated faculties, "chairs", and especially, part-time professors. Antiquated teaching methods and lax academic requirements often prevail. Class sizes swell. Traditional fields such as law are terribly overpopulated.

But only one in four entering students completes his degree, and many fields still fail to produce sufficient skilled personnel. Anomie is pervasive among the majority, while a minority is sufficient to insure chronic disorder. Recently, worker demands have brought UNAM to a halt even more often than student demands.

Government officials refer sardonically to "The Monster". And many UNAM officials concur: "We can't control it either."

There is a sense of explosiveness just beneath the surface, and the observer's strong impression is that the university's top administrators are preoccupied merely with holding the lid over a volcano. Visiting foreign scholars are advised to associate with an independent research institute in order to avoid the perils of UNAM's political cauldron.

None the less, UNAM has not lost its importance. It remains the centre of political freedom and dissent in a nation where these exist but do not flourish. It is still the national university, in prestige as well as size. It is the chief recruiting ground for tomorrow's leadership. Most importantly, its political power is awesome. Other rectors solicit funds from the ministry; UNAM's rector negotiates directly with the President. Quite simply, UNAM has the clout of the middle class behind it.

The painful paradox is that this clout is itself a barrier to necessary academic reforms. The government cannot impose them on the university, just as the university cannot impose them on the faculties and no one can impose them on the students.

The giant's strength translates into formidable interest-group power, especially student power, to resist admission exams, career quotas, tuition, or departmentalization. The university community at large spurns suggestions to sever the preparatory level, a step that might effectively smite giantism. Thus a vicious cycle emerges: UNAM's size provides the strength to maintain the very status quo practices which attract more constituents and augment power still further. UNAM becomes academically weaker and politically stronger.

What is being done? Beyond conventional "modernization" measures, such as the hiring of more full-time professors or the removal of research from problem-ridden faculties to new institutes, UNAM has created an Open University. Modelled in part on the English example, the *Universidad Abierta* has sought to impart education outside the traditional classroom structure. Reticence by many faculties is largely responsible for its sluggish start. Innovations cannot be imposed on the faculties. Few observers foresee the Open University relieving the beleaguered traditional faculties academically or weakening them politically.

Other coping measures have also had only marginal effects. A year was added to the preparatory level to dam the unabated flow of entering students (despite student reaction that was intense enough to lead to the fall of an unusually bold rector). A 1962 statute bars admission to any student whose provincial university offers his career of study. But the statute has not been implemented. Nor are there any quotas on surfeited careers (save medicine). UNAM officials explain: "We can't slam the door in someone's face."

UNAM's best effort to cope with giantism has been decentralization. While the vast majority of students still crowd their way into public buses and trolleys en route to University City, a few thousand now attend UNAM campuses set on the outskirts of the capital. And UNAM has shown interest in establishing centres in the provinces.

But it is too little, too late, a tardy effort born of frustration. The government is already committed to developing a vast network of public universities, now encompassing nearly each of Mexico's 33 states. The federal government provides half the funds, up from 20 per cent in 1971, and the states contribute another 40 per cent. Former President Echeverria repeatedly proclaimed the goal that no provincial student would migrate to the capital.

The same President, however, in a blatant affront to the giant, created a second university (UAM) within the capital district itself (1973). If UNAM's autonomy is buttressed by massive political strength, the government will try to have its way elsewhere. The new university has a government-inspired tuition plan, a departmental structure, more full-time professors, and new socially-oriented careers. And it is not part of UNAM itself.

But preliminary indications are that a disturbingly great majority of secondary-school graduates still prefer the less rigorous UNAM. The giant has a strong magnetic pull, and the vicious cycle is perpetuated.

The government has also created an expansive system of technical institutes. While the universities are basically autonomous, the institutes are under direct federal government authority, Ironically, the 40-year-old National Polytechnic Institute has become something of an uncontrollable giant (approximately 100,000 students). Competing with UNAM for applicants, it began to offer, for example, some of the same non-technical courses. Thus, it attracts similar students, professors, and problems. Government officials now refer to the "Twin Monsters".

A final effort to work around UNAM is the creation of a national council on science and technology to wrest at least some control over research from the university.

What, then, will be UNAM's fate? It is unlikely that the government will challenge the giant directly. As one official put it: "Who would be the David to kill Goliath?" When officials privately talk of "letting it die", they have in mind bypassing it as much as possible.

But UNAM's political importance means that it can be ignored only so far. President Lopez Portillo espressed the government's dilemma in a March, 1976, campaign speech: "UNAM is a problem in and of itself, but we cannot stop feeding the monster, just as we cannot stop feeding Mexico City."

Thus, UNAM will remain powerful. Its continued growth will be funnelled increasingly to its periphery campuses. While internal reforms will help, they will be inadequate to the problems of giantism. Therefore, the government will preferentially favour the expansion of other institutions of higher education. UNAM will continue to be the giant, but no longer surrounded by dwarfs.

Reprinted, with permission from the TIMES HIGHER EDUCATION SUPPLEMENT.

Australia

Academics fight short-term appointments

Australian university teachers have reaffirmed their support for a three year probation period prior to the granting of a tenured or permanent position during the Federation of Australian University Staff Associations Council meeting earlier this year in Melbourne.

FAUSA represents over 7,500 university academic staff from all nineteen Australian universities.

The Council also reaffirmed strong support for FAUSA's general campaign against short-term appointments for academic staff in universities.

Prof. Peter Byers President of FAUSA said that several universities were relying on short-term contracts for initial appointments. "FAUSA is implacably opposed to the increasing use of this type of appointment" said Prof. Byers. "Contract appointments not only impose harsh redundancy provisions on staff, but more importantly they deprive the lecturer of the proper basis for his academic freedom, tenure, or a tenurable appointment. We have evidence from several universities that shows a substantial loss of morale in staff employed on a short-term contract basis".

Prof. Byers said that the use of a short-term contract instead of a three year probation period could result in decisions about the continued employment of academic staff being made by the wrong people and for the wrong reasons.

"Proper procedures which provide for the review of academic performance after a probationary period protect the staff member and the university" said Prof. Byers. "As a professional organisation we are primarily concerned to protect those members who can demonstrate after a probationary period, their competence to fill a tenured post. Our Council meeting agreed that review procedures after such a probationary period should be treated far more seriously in some universities".

Probationary appointments leading to tenure have led some universities to prefer initial appointment on fixed contracts under which the staff member can be automatically terminated after three years, or offered a tenured post, according to the desire of the administration.

Prof. Byers said that FAUSA was concerned, in such cases, about who made the decision whether a tenured post would be offered. "We have evidence that in some cases where fixed contracts are used for initial appointments, decisions regarding continuing appointment are being made by people with vested interests, and for reasons which grossly violate the academic tradition.

"Except in the few special circumstances where short-term or temporary appointments are necessary, all academic staff should be eligible, after a probationary period, for an impartial review of their competence as a teacher and a scholar. The review should ensure that tenure is granted only to those whose academic and professional competence merits it.

It is our policy, and that of most universities, that all academic positions be widely advertised both in Australia and overseas. Accordingly we are taking steps to inform academics in other countries of our concern about the situation in Australian universities and to warn them against the practices of some in particular".

Spain

Opening a Pandora's Box

Jane Monahan on the ferment in Spain's universities in the post-Franco political climate

Talking to Spaniards about the country's 22 state universities, three private ones and various polytechnics brings out a variety of reactions.

For students, memories of the Franco regime are still fresh. Miguel, for example, a 24-year-old former student leader and now in his fifth year in engineering at Madrid's Polytechnic, recalls that only two years ago there were five police informers attending each university course in Madrid. He remembers the cavalry charges on student demonstrators, the repeated closures of faculties, the police occupations and the way in which police used to spray ink on student demonstrators so as to track them down once the demonstration had been broken up.

He also remembers the ruthless purge of the Sindicato Democratico de Estudiantes Universitarios (SDEU), which was set up after decades of struggle against the fascist-imposed Sindicato Espanol Universitaria (SEU) and, as if to emphasize that the present conservative government of Adolfo Suarez is not the one most students would have chosen, Miguel adds: "The voting age in Spain is over 21 years. This means only 30 out of every 100 students in Spain voted on June 15".

But if the students focus on the repression, for the university staff—be they the new layer of contracted *professores no numerarios* (PNN) or the old-fashioned full-time professors *(catedraticos)*—the

Cont'd on p.11

West Germany

Campus troubles in West Germany

Many institutions closed by protests over student aid and university laws

by Paul Moorman

BERLIN: West Germany's campuses face a troubled year, following a wave of protests that shut many institutions before Christmas.

Most of the country's 850,000 full time students joined at least part of a two-week boycott of classes organized by the left-wing German Students' Union.

Opinions here differed on the effectiveness of the strike. Government officials in Bonn said it had failed to attract large numbers of students. Union leaders, who admitted that the support was not so enthusiastic as they had hoped it would be, preferred to stress the "bravery" of the students in demonstrating at all.

Said one boycott organizer in Berlin: "To be seen in public supporting an action led by the left, so soon after the latest Baader-Meinhof terrorist events, takes a lot of courage."

But another Berlin student leader, belonging to the moderate Christian Democrat party, said: "The reason the picket lines have disappeared from the Free University is that everyone is getting ready to go skiing."

Whatever the strength of the boycott, many observes agree that the students do have some genuine grievances. Even the federal government recognizes that all is not well.

Minister's open letter

In on open letter to German students, Helmut Rohde, Minister of Education, urged them to be patient while the government took steps to improve their economic and social prospects.

However, while students are indeed upset over what they consider to be inadequate financial aid, the boycotts themselves were aimed at a series of new university laws now being worked out in the 11 federal states, the *Lander,* each of which largely runs its own educational system.

The laws are being introduced to implement a federal "university framework law." Passed in 1975, it was designed to make the country's education establishments broadly similar.

The law left it to the *Lander* to implement the act as they felt best.

Among the reforms being proposed is a tough code of discipline that would give campuses the right to ban for two years students suspected of "serious disruption."

Students see this as a device to get rid of "politically unsuitable" elements without having to go through the increasingly long and expensive processes of the criminal courts.

Defenders of the disciplinary code reply that students attending the universities, often at public expense, should concentrate on their studies. One government offical said, "Students must be the only group in the country who are paid to sit around and plan how best to injure the hand that is feeding them."

Shortening programs

Another move, opposed by students and faculty members, would cut the length of most degree programs to four years, thus eliminating a traditional fixture of German universities—the "eternal student."

Faculty members argue that they are being ordered to streamline the programs without being given the necessary resources to do so. Many fear that the outcome will be fewer jobs, and many powerful full professors are worried that their "empires" could be dismantled.

Student activists see the move as designed to cut the time available for political work by imposing a stream of examinations on them.

They contend, too, that under the present financial-aid system most students have to take vacation and part-time jobs to make ends meet. They would not have time to do this and complete their degrees in four years, the argument goes. Thus the activists maintain, the government is attacking working-class students.

Some *Länder,* notably Bavaria, run by the right-wing strongman Franz-Josef Strauss, are openly cracking down on student militancy and trying to abolish compulsory membership by students in their local student unions. If such moves are successful, the result would be less money flowing into the national student union from the individual campuses.

Other causes

Such actions have irritated German students, who have grown accustomed to wielding power through membership in many of the key decision-making bodies of their universities.

Observers here believe that behind last month's boycott were other causes in addition to opposition to the new university laws. Among them:

☐ Growing concern among students over their long-term job prospects.

☐ Opposition to the so-called *Berufsverbot,* a government measure designed to bar "extremists" from government jobs.

Under the *Berufsverbot,* all applicants for public jobs—ranging from most bus drivers and garbage collectors to nuclear scientists—must swear their "allegiance to the constitution."

An international furore has erupted over the past two years against the measure, particularly in universities where it has been used to bar some academics from faculty posts. Opponents if the procedure say it should be applied only to work where national security is at stake.

Mr. Rohde's open letter to the student union promises that "democratic differences of opinion" will not hinder applicants for public service jobs.

"That means nothing," one student said. "It was his party that introduced the decree in the first place. They are simply trying to squash all criticism of society.

"It is because there are no legitimate channels to criticize and change things in Germany that people have turned to violence."

Students who do manage to meet the requirements for public jobs are finding that there are fewer and fewer jobs for them to do.

Fewer jobs for teachers

Cuts in government spending have already led to sharp reductions in the numbers of jobs for teachers. The government is also a big employer of lawyers, economists, and scientists—fields where surpluses are predicted by the early 1980's. Surpluses are also expected in medicine, dentistry, and architecture.

Unemployment of university graduates in Germany rose by 34 per cent between May, 1976, and May, 1977. It has continued to increase ever since. In West Berlin, 11 per cent of the city's unemployed have the equivalent of a university master's degree. Citing those figures, one university official described the pre-Christmas boycotts as "the calm before the storm."

But Peter Glotz, a leading Berlin Senator who is also a senior politician in the federal Ministry of Education, was more optimistic.

He noted that Mr. Rohde had scheduled a meeting with student leaders this month to discuss their complaints—the first time in years that the militant students have agreed to sit down with what they term "bourgeois" politicians.

It has escaped no one's notice that May, 1978, will be the 10th anniversary of the student upheavals that for a time threatened the democratic fabric of Western Europe. Germany, more than any other country, will be hoping to avoid trouble after the terrorist traumas that have wracked it recently. So, according to many of them, will the students.

Said one student recently, "We don't want to fight. We want jobs."

Reprinted, with permission from THE CHRONICLE OF HIGHER EDUCATION

THE UNIVERSITY OF CALGARY

THE THIRD INTERNATIONAL
BANFF CONFERENCE
on

MAN AND HIS ENVIRONMENT:

OUR FUTURE OPTIONS

The conference will be concerned mainly with the nature of contemporary man, the identification of environmental problems, the challenge for the future and the practical options open for decision-making.

Speakers committed to date:

Pierre Dansereau, Professor of Ecology, University of Quebec
Noel de Nevers, Professor of Chemical Engineering, University of Utah
Ken Hare, Director, Institute for Environmental Studies, University of Toronto
Pierre Juneau, Chairman, National Capital Commission
P. D. McTaggert-Cowan, Past President, Science Council of Canada
Brian Sawyer, Chief of Police, City of Calgary
Edward Schreyer, Past Premier, Province of Manitoba
Joseph Weisenbaum, Professor of Computer Science, Massachusetts Institute of Technology

Sponsors of the conference include.

ENVIRONMENT CANADA
ALBERTA ENVIRONMENT
THE UNIVERSITY OF CALGARY

DATES: May 15 - 17, 1978

REGISTRATION FEE: $75.00/delegate, $25.00/ accompanying spouse, $10.00/student

REGISTRATION DEADLINE: May 1, 1978

LOCATION: Banff Springs Hotel, Banff, Alberta.

For brochure contact Miss Donna Thomas, Faculty of Continuing Education (284-5431), The University of Calgary, Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

SPAIN... *from p.10*

memories are of political barriers and bias.

To get a post at a Spanish university under General Franco normally meant either being a member of the Falange or of the ultra-right Opus Dei catholic association. Black-lists of staff who showed themselves to be too "liberal" or "democratic" further tightened the net along with wholesale dismissals. In this climate, several hundreds of the best brains in the country fled abroad. Now some have returned, including Senor Tierno Galvan, the well-known professor of political law at Salamanca University, and leader of the Popular Socialists.

Both staff and students remember the neglect that used to be a permanent feature under the former regime.

In 1974, when the education budget was finally increased to 14.8 per cent as against the average of 2.4 per cent for the first 30 years of Franco's rule, the increase still only represented 2.5 per cent of Spain's GDP compared with 4.7 per cent of GDP spent on education in EEC countries and 6.3 per cent in the United States.

Meanwhile, research in the universities reached rock bottom. In 1972 Franco's regime spent 15,000m pesetas ($200 million) buying foreign technology, patents and expertise from the United States. But at home only 0.2 per cent of the GDP was allocated to research, the lowest percentage for the whole of Europe. Even today there is no such thing as a research fellow in a Spanish university and an estimated 72 per cent of all staff do not have a PhD.

Against this background many of the more conspicuous aberrations have now vanished. In tandem with the country's first free elections in more than 40 years last June, increased press freedom, amnesties and recognition for political parties, the universities are enjoying a measure of autonomy unknown in decades.

The reduction in political pressure, however, has not been accompanied by structural change; and the biggest problem facing the universities today—the student population explosion—is highlighting how deficient the structures are.

Attention has recently focused on trouble in the medical faculties. At Madrid's Complutense University, the biggest university in the country, where more than 100,000 students enrolled this academic year, rectors decreed a limit on the number of applicants. As a result, over 1,000

Cont'd on p.12

SPAIN... *from p.11*

students who qualified in entrance exams were turned away.

In contrast, in Barcelona, where the second largest university is situated and where 60,000 students registered this term, the medical faculty opted for full admission. Students, it was argued, should not have to pay for what amounts to a profound organizational crisis.

The two incidents illustrate the depth of the crisis and the divisions. There is now a consensus in the Cortes and among university teachers on the need to shape a new university. But while conservatives make it plain that they want change without a break with the past, progressives are urging a thorough overhaul.

The division becomes clearer when considering the university proposals of the government's coalition party, the Union de Centro Democratico (CDU) on the one hand, and those of the left-wing parties, the Spanish Socialist Workers Party (PSOE), which is the second biggest party in parliament, and the smaller Communist Party on the other.

For the government, Mr Gonzalez Seara, a Social Democrat, professor of sociology in Madrid's Complutense University and now in charge of overall university administration in the Education Ministry, says reforms in five areas of higher education are being considered.

"The first area", he says, "is university autonomy". According to Mr Seara what is needed is an attempt to fix "the limits of autonomy".

He says: "There is an obvious need for autonomy on matters of teacher selection and courses and a need to move away from the existing centralized bureaucracy in favour of greater regional administration." However, absolute economic independence was impossible.

Second, teacher appointments and contracts should be "regularized".

Third, a system of research fellows should be introduced; at present teaching is compulsory for all staff.

On the key issue of selection or *massificacion*, Mr Seara is evasive. "It's up to each faculty to decide", he says, echoing the stand taken by the new Ministry of Education. Throughout the troubles in the medical faculties, for example, Senor Inigo Cavero, the Minister of Education and a conservative, maintained an aloof silence.

Finally, on the crucial issue of finance for education, Senor Seara says that the present mixed system, with contributions from both public and private institutions, will continue. He says that the bulk of the education budget for the 1977-78 academic year has been earmarked for primary schooling. He adds that any increase in the budget for research will depend on private sources.

In agreement with some of these views but not with the emphasis, both the PSOE and Spanish Communist Party also want greater autonomy for the universities but they oppose a continuation of *laisser faire* attitudes that leave the burden of responsibility to Spain's wealthy élite.

Both left-wing parties uphold open admissions; and, according to Senor Enrique Curiel, a Communist Party member in the Cortes and assistant professor in political sciences at the Complutense University, "the chief priority of any reform must be making the universities less exclusive than they are at present".

He says the only way to do this is for the state to give everyone a right to higher education irrespective of their background. "Selection strictly based on academic qualification is all right," says Senor Curiel, "but it must not be based on social and economic barriers."

Meanwhile, on the right-wing fringe, the small Popular Alliance Party that commands the support of powerful banking and industrial interests has announced that it will vigorously oppose any attempts to increase state control in education.

Any changes will depend not only on political will, but also on economic developments. Here the picture is not promising. Spain has been badly hit by the energy crisis. The country has a huge balance of payments deficit, inflation is high, more than a million are unemployed, and so far the only economic measure adopted by the Suarez government has been a 25 per cent devaluation of the peseta. Senor Suarez says that it is going to take two years to get on top of the economic crisis.

But can the university problems be shelved for this long? Between the 1965-66 and 1975-76 academic years the number of students registered at universities shot up from 105,370 to 383,000 and the trend is still continuing. This year half a million students have enrolled; and with each new wave of students there have been new expectations.

Many students have abandoned Catholicism. There has also been a steady increase in the number of women at university, up to 30 per cent of the total intake in 1966-1967 compared to less than 6 per cent in 1956-57. Additionally, there has been a big reduction in the number of students in the more traditional humanities and law faculties in favour of economics and commerce.

At the same time the new layer of staff, the PNNs, have brought a different mentality, a much more demanding attitude towards scholarship, and they are much more politically committed than the old-fashioned, obscurantist and even feudal *catedraticos*.

Even before the bottleneck for university places it was estimated in 1970 that there was a shortage of 200,000 secondary school places in Madrid and of 100,000 in Barcelona. The staff: student ratio also declined rapidly. According to one report 26,000 university teachers were needed immediately in 1970 instead of the 8,000 teachers at the time.

Reflecting the general malaise, the student drop-out rate has shot up. A survey of Spanish universities in 1973 claimed that only between one quarter and one fifth of students who entered their first year actually completed their course. In the Complutense University 37 per cent of students were found to be one year or more behind in their studies while in Madrid's Polytechnic 65 per cent were a year behind.

Matching the bottleneck at the beginning has been the bottleneck at the end. With almost no opportunities for postgraduate work in Spain, and with industries ill-adapted to absorb the new graduates, nearly half of all graduates in 1976 were either unemployed or underemployed.

Thus, there are an increasing number of law graduates who work as bus drivers. Seventy per cent of the medical graduates do not work as doctors. And recently there was an advertisement in the liberal newspaper, *El Pais*, in which a man, complaining that he could not find work on a building site, added: "But this is not my main problem. I am one of those rare people in Spain with a Ph.D in biology".

Reprinted, with permission, from the TIMES HIGHER EDUCATION SUPPLEMENT.

Carleton University
Ottawa, Ontario

President and Vice-Chancellor

Interested persons are invited to submit names for the position of President and Vice-Chancellor of Carleton University to become effective July 1, 1979. Submissions, accompanied by a statement of support, will be received at the address below until May 1, 1978.

Presidential Search Committee
Room 601 D, Administration Building
Carleton University
Ottawa, Canada, K1S 5B6

UNIVERSITY OF REGINA

Invites nominations and applications for the position of

HEAD, DEPARTMENT OF BIOLOGY

Commencing 1 July, 1978 or at a mutually agreeable time

Applicants should be established biologists with relevant teaching and administrative experience and preferably holding a Ph.D degree or equivalent.

The successful applicant will be accorded academic rank and salary commensurate with experience and qualifications.

The deadline for submissions, which should include a curriculum vitae and the names of three referees is 01 May, 1978. Applications and requests for further information should be addressed to:

**Dr. R.I. McDonald,
Chairman, Search Committee for Head,
Department of Biology,
University of Regina,
Regina, Saskatchewan,
CANADA S4S 0A2**

Documents

The university community and the security forces

The following is a set of recommendations and a part of a CAUT position paper concerning the role of security forces on the campuses of Canadian universities.

This material is presented in edited form due to considerations of space. A full version, drafted for presentation to the McDonald Commission of Inquiry on the Operations of Security Forces is available, on request, from the CAUT Central Office, in Ottawa.

Personal freedom and security considerations

Implicit in much of the discussion of the R.C.M.P. in university circles in the last twenty years has been the belief that the security forces maintained ill-considered notions of the nature of loyalty and disloyalty, that there was a lack of sophisticated judgment in deciding what was and what was not a matter of subversion, as distinct from political dissent, and that there was an imbalance in the resources devoted to dealing with subversion and to dealing with organized crime.

Left-wing policies: These considerations can perhaps be focussed on three issues which are related to each other. The first of these is left-wing politics. It would appear that in the past the security forces have equated various legal left-wing activities with subversion. In the 1960's the security forces attempted to recruit informers among students in the Campaign for Nuclear Disarmament. In the 1970's the security forces appear to have considered membership in the Waffle faction of the New Democratic Party to be the equivalent of subversion. The R.C.M.P. defended its position by stating that its duty was to search out subversive activities and espionage wherever these occured and that certain organizations were prone to communist infiltration. The actions of the security forces with regard to these organizations seemed to some academics to confuse dissent with subversion and to be designed to intimidate and define permissable political activities by discrediting such organizations in a manner which had not been countenanced by the House of Commons.

A similar lack of proportion seems evident with regard to trade union activity. The alleged surveillance of Ms. Grace Hartman of CUPE, if it took place, was clearly uncalled for and foolish. The alleged use of infiltrators in the unions laid the government open to the charges, whether true or not, that information was being gathered and released secretly to employers and that internal elections might be manipulated. The McDonald Commission and the Federal Government should make it clear that all Canadians are entitled to express their political beliefs and engage in legal political and trade union activity. In addition, it should be made clear that legal political parties and trade unions will not be infiltrated or surveyed by the R.C.M.P. unless specific charges concerning specific people are under investigation.

Sexual relations: The second concern is with the R.C.M.P. view of sexual relations. There is a fairly widespread belief that the R.C.M.P. and the armed forces' security division attempt to enforce a Victorian morality that has not only been abandoned by society but is no longer countenanced by the law. The security forces have sometimes argued that the sexual activities of individuals may make them liable to blackmail. This, however, is only true if the consequences of the individuals's actions, if made public, will inevitably result in the loss of his or her job. If this is not the case, there is not much leverage for the blackmailer. It should be made clear, by the government, therefore, that neither divorce, cohabitation without marriage nor homosexuality will result in the loss of a job or of a security clearance. This is in line with the remarks of the Prime Minister about the state having no place in the bedrooms of the nation and with the legislation of this government which legalized homosexual relations between consenting adults.

Human rights: The third area of concern relates to the general problem of human rights and in fact subsumes the above two. The correspondence initiated with the CAUT by Professor von Dreger (CATCH-22, **CAUT Bulletin**, Oct. 1977, p.10) suggests that the particular member of the R.C.M.P. involved in the incident had little awareness of the importance of human rights and civil liberties. Some academics believe that this attitude is widespread. The CAUT believes that the leadership of the security forces should so conduct themselves that it is clear they are equally zealous in the defence of human rights in Canada as in the pursuit of criminals and terrorists.

The CAUT recommends that the R.C.M.P. and the armed forces' security division review their educational programme to ensure adequate instruction in the principles of civil liberties and human rights and the nature of legal dissent in Canadian society. We believe that the Solicitor-General and the Minister of Defence should make a commitment to do this and should publish a statement on the nature of this educational programme and the material used in it. Nor should it be restricted to new recruits but should be part of refresher courses as well. In addition, we recommend that the security forces meet regularly with the national civil liberties organizations to discuss their respective positions and to air any differences that might have arisen. We would welcome an assurance from the ministers involved that this would be done. We suggest that the Commission of Inquiry commend such developments.

Security clearances

The CAUT reiterates its position that it recognizes the legitimacy of security clearances for sensitive government work whether in the civil service or for those on contract. However, the CAUT has some serious reservations about the current use of security clearances. It opposes the use of current security clearance forms on the grounds that the language is vague and open to abuse. It welcomes the assurances from the government that a new policy and new forms have been drafted as well as the suggestion by the Prime Minister that these may be made public. The CAUT recommends that the documents in question be made public immediately and urges the Commission of Inquiry to so recommend as well. In addition, the CAUT is concerned about the confusion in the mind of the government between confidentiality and secrecy. CAUT has addressed these matters in a brief to the Federal Government on Freedom of Information.

In general, we suggest that the number of secret categories be reduced and that these be applied only to matters that involve a genuine need for secrecy in, for instance, foreign relations or national defence. We oppose the use of the secrecy designation for matters whose release would be merely embarrassing for the government rather than a violation of national defence secrets. We think the number of people empowered to declare files secret should also be substantially reduced. We have suggested rules to govern the release of confidential matters and the judicial procedures necessary to safeguard all parties. We believe that a drastic reduction in the use of secrecy designations would produce a corresponding reduction in the number of security clearances needed.

We also continue to recommend as we did in 1967 that those denied security clearances whether in the civil service or outside it should have access not only to a review procedure which now exists for civil servants but also to a judicial tribunal to which the individual and his legal counsel could make representations. Even though there would have to be restrictions on the documentation made available to the grievor, there should be none for the members of the tribunal. It is our view that the membership of such a tribunal should be largely composed of members of the judiciary so that it would be a true tribunal and not another administrative review. The CAUT recommends that the Commission of Inquiry suggest such a mechanism to the government.

Finally, we would ask the Government and the Commission of Inquiry to emphasize the need for written and signed statements by those asked to supply information for security clearances. We suggest that the security forces should be directed to attempt to get signed statements before accepting anonymous and/or unsigned ones.

Cont'd on p.14

Summary of CAUT recommendations to Commission of Inquiry on the Operations of Security Forces.

1) The Canadian Association of University Teachers recommends that there should be a drastic reduction in the number of designations used to classify documents, within the government, a similar reduction in the number of those allowed to declare matters secret, and a clear distinction made between a relatively small number of such legitimately secret areas as national defence, criminal investigations, and certain aspects of foreign relations and most of the rest of the work of government which may be temporarily confidential but is not secret in the sense that publication would endanger the state. This would make clear to the public the legitimate security concerns of the government. It would also substantially reduce the number of civil servants needing security clearances as distinct from normal references for appointment and thus reduce the number of such clearance operations.

2) The CAUT recommends that the Government of Canada issue an official policy statement on the security forces:
a) reasserting the doctrine of ministerial responsibility for policies which govern the operations of the security forces and for major decisions in carrying out these policies. If the security forces commit major violations of the law or if they perform their duties incompetently, the Minister should be responsible to the House of Commons although individual complaints should be handled by special tribunals (see below).
b) emphasizing that the security forces will draw a distinction in their operations between legal political dissent and legal trade union activity on the one hand and those criminal acts commonly called subversion on the other.
c) ensuring that individuals will not be victimized in applications for jobs, security clearances or otherwise by the security forces because of legal sexual or personal relations.

3) The CAUT recommends that the Government publicly reaffirm that it is government policy that there shall be no general surveillance of university campuses and no interference in any way with the freedom of discussion so necessary to university life but that the police will investigate criminal acts on the campus in the same manner as anywhere else and will continue to investigate security clearances for those who have applied for sensitive government jobs (see 1 above).

4) The CAUT recommends that the Government commit itself to making public the security clearance forms and the rationale for them as soon as they are approved by Cabinet and that these forms should incorporate a degree of sophistication lacking in the previous forms. Those employed to investigate applicants for government jobs who need security clearance should themselves be well educated and understand the difference between dissent and subversion. They should be required to make every reasonable effort to ensure that information is provided in written form and signed by the respondent.

5) The CAUT recommends that those Canadians denied security clearance be permitted judicial review of their cases in camera although with restrictions concerning the introduction of evidence.

6) The CAUT recommends that **bona fide** *employers of immigrants, such as universities, have the right to appeal* **in camera** *to a judicial tribunal in cases of denial of entry on grounds of national security in a manner similar to (5) above provided that the immigrant meets all other requirements of Canadian immigration law.*

7) The CAUT recommends that there should be a consistent policy concerning wiretapping, electronic eavesdropping, mail opening and telegram interception and that all such interceptions or surveillance should, without exception, require judicial approval with the safeguards indicated in this brief.

8) The CAUT recommends that serious attention be paid to the human rights content of both initial training and of refresher courses for the security forces and that the Government report on this in detail to the House of Commons.

9) The CAUT recommends that members of the security forces continue to attend courses at Canadian universities but that they be forbidden by their agencies to report on the political, economic or social ideas or comments of their professors or student colleagues. This would not restrict such officers from making an arrest of those engaged in criminal activities. This policy should form the basis of a statement by the ministers responsible for security matters to the House of Commons.

R.C.M.P.... *from p.13*

Immigration

Since 1959, CAUT has made representations to the Federal Government concerning a number of individual cases of academics who were refused entry to the country on the grounds of national security. In such circumstances there is no way in which the person in question or the university which wished to hire him or her can receive any information from the government with regard to the merits of the case. This frequently leads to public confrontation as it did in the cases of Professors Istvan Meszaros, Andre Gunder Frank, and Gabriel Kolko in the seventies, Professor Mulford Q Sibley in the sixties, and Professor Irene Rebrin in the fifties and early sixties. The evidence in many of these cases suggests either that Marxist belief in and by itself is sufficient to ensure denial of entry to this country or that the immigration authorities accept at face value any data supplied by foreign agencies. In fact, the government has normally changed its mind when CAUT has made representations. That, of course, is gratifying but does not increase confidence in the original decision-making process. CAUT has made a number of recommendations to the Minister of Immigration over the years. It did so to the Royal Commission on Security in 1967. In February 1973, Professor Jacob Ziegel, then of the Osgoode Hall Law School, prepared a position paper for the CAUT which we submitted to the Minister. This paper called for amendments to the legislation to ensure a proper appeal and to allow employers as well as immediate family the right to appeal. On 20 July 1973 the CAUT recommended that all decisions to exclude on grounds of national security taken abroad be reviewed in Ottawa, that executive assistants of Cabinet Ministers be excluded from the handling of sensitive cases, and that the department exercise great caution in accepting unverified gossip from foreign police agencies.

We reiterate the position that we took in 1967 and have taken in our Freedom of Information brief:

"The most recent examples of this have been the cases of Professor Istvan Meszaros in 1973 and Professor Andre Gunder Frank in 1977 — both of them Marxist scholars of international renown, both of whom were denied entry to Canada on the grounds that their admission would not be in the public interest. The minister refused to advise them of the nature of the allegations made against them. The ensuing damage to their reputations, their embarrassment in being unable to defend unspecified and unsubstantiated allegations, and the difficulties and problems created not only for the university directly involved, but for the academic community as a whole require that such individuals be afforded every protection against the possible exercise of arbitrary judgement based on evidence which may be false, or inaccurate, or hearsay. In order to prevent the possible abuse of the Minister's extraordinary power, the CAUT recommends that appeals against the denial of admission to Canada be covered by the Freedom of Information Act, that they be restricted to matters of defence or specific allegations of criminal activity, and that the evidence presented by the Minister be reviewable in camera without written decision." (Freedom of Information, A brief submitted to the Government of Canada by The Canadian Association of University Teachers, January 1978.)

We urge the Commission of Inquiry to make a similar recommendation.

This is important not only for the particular individuals and universities involved, but because Canadian academics and their institutions are part of an international scientific and scholarly community which allows access to and participation in the most recent research work in the world. Countries which practice restrictive immigration policies based on political prejudice rapidly acquire a reputation in the international community which limits the participation of that country in terms of research on the frontiers of knowledge.

Wiretapping, electronic surveillance and the opening of the mails

One of the concerns in the nineteen-sixties was the virtually unrestricted nature of possible wiretapping by private or public persons and the consequent invasion of privacy. In 1973 the federal government took steps to try to regulate the situation through the Protection of Privacy Act. It banned wiretapping and electronic eavesdropping in the private sector and enacted rules concerning the use of such devices by the police. More recently the federal government has introduced legislation to allow the interception of the mails.

It seems likely that the effectiveness of these measures in combatting organized crime or actual terrorism has been over-estimated both by the government and by the public. Nevertheless, it is probable that this power could be useful to the police authorities in certain circumstances but in our view such a grant of power would only be justified if it were coupled with strict regulations to ensure that the sysem was not abused. In particular, the CAUT objects to the arrangements both in the Protection of Privacy Act and in Bill C-26 (an Act to Amend the Criminal Code, the Crown Liability Act, and the Post Office Act), whereby a distinction in procedure is drawn between criminal actions and actions falling under the heading of national security. In the first instance surveillance can only be established with the concurrence of a judge, in the second it is at the discretion of the Solicitor-General. CAUT considers that this places too much discretionary power in the hands of the Cabinet and suggests that all requests for wiretapping, electronic eavesdropping and mail opening be reviewed by the courts in advance, perhaps, in the case of security by a judge of the Federal Court or of the Supreme Court. In addition, in the area of national security, the reasons offered by the Crown should be required to be specific. Vague phraseology about the public interest or the use of undefined words such as subversive rather than espionage or sabotage allows almost unlimited actions at the discretion of the executive.

But even with these safeguards the procedure is still largely self-regulatory since the process of securing the permission of a judge does not and probably cannot allow cross-examination. Therefore, the most effective way of ensuring that the government does not exercise its powers illegally is to make the consequences of such illegal actions so deleterious that they will not be undertaken. In this regard, we suggest that the most effective rule to ensure adequate self-regulation by the government is to state that evidence whether secured directly or indirectly by an illegal wiretap, electronic surveillance or mail opening would not be admissable in court.

safeguards should ensure that future legislation not be used to confuse genuine espionage or terrorism with legitimate political dissent

The R.C.M.P. and the armed forces' security division should review their educational program to ensure adequate instruction in the principles of civil liberties and human rights

In addition, we suggest that it be required that any application for surveillance be accompanied by a list of all previous applications for the same surveillance in order to limit the power of the police to keep applying until they find a judge who agrees with them.

We believe that the government and the Commission of Inquiry should review the existing situation with regard to the interception of telephone calls, telegrams, and mail as well as electronic eavesdropping, that there should be a generally consistent policy in all these areas, and that the policy should include the safeguards we recommend above. In particular, the safeguards should ensure that no government could in the future use the legislation to confuse genuine espionage or terrorism with legitimate political dissent. As Mr. Gordon Fairweather, now Canada's Commissioner for Human Rights, said in 1973:

"...one man's draft dodger is another man's hero, and I think that in defining the right to privacy and in defining peculiar ways in which the government can listen in on conversations ... we must be very careful that we are not busy listening in on activities which, although they may not be very pleasant for governments or for administrations, nonetheless are in no way part of what we might call the scandalous activities of espionage and sabotage".

Education of security forces personnel in the universities

CAUT, of course, welcomed the development of university training for security forces personnel both of a specialized type, such as criminology, and a more general training in the humanities and social sciences. This was called for by the Royal Commission on Security (1968), has taken place at a number of universities and should be continued. Carleton University and the University of Regina are both examples of this. We understand that all security personnel taking university courses are required to identify themselves as such to the university and to the lecturer involved. However, there is a problem which has not yet been solved. That is the question of the reporting function of such officers. The Minister of Defence, the Hon. B. Danson, stated in November 1977 that military officers engaged in upgrading courses at universities had been deputed to report on the views and activities of students in these courses in 1970. We argued against such activities in the sixties and we do so again today. The basis for the arrangement between the universities and the security forces with regard to the education of their personnel is that both the security forces and the university must treat these officers solely as students on an equal basis with all others. If it appears that such personnel are carrying out general surveillance then the universities could no longer in conscience carry out such education programmes.

We recommend that the Solicitor-General and the Minister of Defense publish a statement concerning the position of officers of the security forces when they are attending university courses. This statement should require all such officers to make their affiliation known to the teacher involved, should recognize the right of the teacher to make this known to those enrolled in the course, and should forbid such officers from engaging in general political reporting or surveillance on the campus while they are students without, of course, restricting the officers from arresting someone engaged in an actual crime on the campus.

Ministerial responsibility

The authorities on responsible government generally agree that there is a distinction between the civil service and the Cabinet and that each Cabinet officer has responsibility to Parliament for the operations of his or her department. We recognize that this poses difficulties in a large bureaucracy. However, some of these difficulties are self-created. There is no reason why the Solicitor-General must authorize and thereby take responsibility for electronic eavesdropping in security cases but not in others where the function is fulfilled by the courts. We suggest that Government consider amending the legislation to make this a function of the Federal Court. Similarly, there is no reason why the Minister of Immigration should have to decide which persons should be refused admittance to the country on the grounds of national security. He becomes in this regard a prisoner of his bureaucracy since if he mistakenly lets someone in who should have been kept out, he will suffer political consequences. It is, therefore, safer to refuse admissions unless it appears that the public outcry will cause even more serious repercussions. It would seem more rational to submit the matter to a judicial tribunal as suggested by the CAUT. These mechanisms would ensure that a responsible third party would review the situation although there would have to be, as we have already noted, certain restrictions on the manner in which the mechanisms worked and on the availability of material to the aggrieved. Most people wish to be assured of the necessity and of the honesty of a particular action in the area of security rather than insisting that everything be made public.

But even with these changes, the CAUT would insist that the Solicitor-General, the Minister of National Defence, and the Prime Minister must be responsible for the policies which govern the operations of the security forces and for the major decisions with regard to carrying out these policies. The ministers should not be responsible for examining every dossier but they should approve the general strategy of the security forces, the balance between particular problem areas, major changes in emphasis and significant operations. If the security forces commit major violations of the law or if they perform their duties incompetently, the Minister should be answerable to the House of Commons. Otherwise it seems to us that an unfair responsibility is placed upon the security forces, namely to generate their own policies as well as their own operational procedures, and to take responsibility when, in fact, the real responsibility may well have flowed from ministerial decisions on the relevant significance of security operations or budgetary allocations made to the security services. Such arrangements generated internally by the security forces would also ensure the maximum suspicion of the security forces in some quarters and would thus impede their legitimate activities. We, therefore, urge both the government and the Commission of Inquiry explicitly to restate in reasonable detail the doctrine of ministerial responsibility as it applies in the area of security operations.

Old age and economic survival

J.E. Pesandro and S.A. Rea, Jr. **Public and Private Pensions in Canada: an economic analysis.** Ontario Economic Council, University of Toronto Press. Toronto, 1977. $6.00

Geoffrey N. Calvert. **Pensions and Economic Survival: the coming crisis of money and retirement.** Maclean-Hunter Ltd. Toronto, 1977. $10.95.

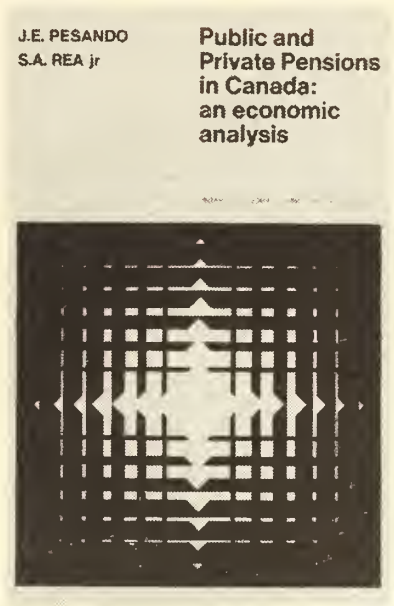
Pesandro and Rea are professors of economics at the University of Toronto and also research associates at the Institute for Policy Research there; their study was undertaken for the Ontario Economic Council. Calvert is a fellow of the Canadian Institute of Actuaries and the founder of a firm of pension specialists in Canada; their study was undertaken at the request of a group of private employers under the aegis of the Canadian Pension Conference. Both publications cover much the same territory and agree on many points; both deal with both private and government pension plans. However the Pesandro and Rea document is the result of much more thorough study of the subject and their treatment of the indexing problem is much more logical and satisfactory.

With respect to private plans Pesandro and Rea take the position that employer contributions are a form of deferred wages. Thus it would appear that full and immediate vesting of benefits would be appropriate but this is not provided for in any of the Pension Benefits Acts. The typical provision requires vesting after age 45 and ten years of service. However the authors point out that in the case of fixed benefit plans — the more common type in Canada — immediate vesting may not only not confer any benefits on the employee but may even be detrimental to him. In contributory plans of this type the employee's contributions are usually at least enough — up to about age 40 — to fully pay for any accrued benefit. Thus vesting, which is normally accompanied by locking in, simply freezes the employee's own contributions — possibly in excess of the amount necessary to pay for the vested benefits. Calvert suggests that the employer ought to be required to make some minimum contribution to the pension fund on the employee's behalf; he suggests 25%. Secondly Rea and Pesandro suggest that it is reasonable to assume that an employer who contributed to a pension fund pays his employees less in wages than one who doesn't. However the employee is then normally forced into the employer's pension fund where he has much less flexibility than if he had received the extra wages which could have been invested in an RRSP of his choice. A third point made by Pesandro and Rea is that an immediate vesting requirement would eventually bring about a change in the wage grid — i.e. how an individual's earnings increase with length of service. They assume that employers wish to encourage employees to remain with them and deferred vesting is one way of doing this. With immediate vesting required the wage grid would probably be adjusted to rise more sharply with length of service to provide a similar incentive. However employees would probably still benefit since the present sharp discontinuity at the vesting point would be eliminated.

Pension Benefits Acts provide the employee with no protection against inflation under private pension plans. Even the very few plans which are indexed provide a ceiling of 2% or 3% at the most. Some employers (and unions) have provided some ad hoc adjustments for pensioners but the adjustments have normally been much less than would be required to offset the CPI increase. Final average plans do provide the employee with considerable protection against inflation while he is employed since the salary base on which the pension will be calculated rises roughly in proportion to the CPI. (The more years included in the final average and the more rapid the inflation during those years the less the protection provided.) However with rapid inflation such funds quickly develop very large actuarial deficiencies since the liabilities of the funds are effectively indexed while the assets are not. Both Pesandro and Rea and Calvert recommend that the general requirement in Canada that such deficiencies be amortized over five years be extended to at least fifteen years. (Ontario relaxed its requirements in 1976).

Pesandro and Rea show that a pension plan which is established on an actuarially sound basis in the absence of inflation would remain actuarially sound if the real return on its assets was unaffected by inflation. However this is not the case for two reasons. First, most funds are heavily invested in long term debt instruments and thus even though interest rates rise during inflation the funds only obtain the benefits of the higher rates on new contributions and on the existing investments as they gradually mature. The authors point out that in the long run this problem could be at least partially solved by shifting to short term debt although they do not mention that traditionally short term debt has provided lower yields than long term debt. In addition to ordinary short term debt we have seen the development in recent years of variable rate mortgages, floating rate term loans and the extendible / retractable bonds. Possibly even more significant is the fact that in recent years real estate has been the one asset which has generally provided a return well in excess of the inflation rate.

The second problem is that the empirical evidence suggests that in times of rapidly rising inflation the real return on both debt and equity declines. Pesandro and Rea present an analysis of the Canadian experience from 1959 to 1971. Consequently they conclude that the only entirely satisfactory solution would be to provide pension funds with fully indexed debt securities or annuities. Clearly the governments could provide such securities but this would put pressure on private firms to issue such securities in order to compete in the capital markets. The authors recognize that this would bring about a very major change in the financial markets and thus they do not expect any substantial moves in this direction on the immediate future. However they obviously consider that equity requires that pensions be protected against erosion by inflation — at least so long as the real incomes of those employed are stable or rising. They also mention that indexed securities might have some appeal to firms wishing to raise funds since if inflation were to be reduced sharply over a short period of time issuers of indexed securities would be better off than those with long term high interest debt outstanding. Pesandro and Rea are concerned mainly with how the pension system might be changed in



the long run to provide fully indexed pensions, but they devote little attention to the problems of those on pension or going on pension in the near future given the present structure of pension funds.

Calvert, on the other hand, focuses almost entirely on the immediate problems and largely ignores the possibility of improving pension funding arrangements in the long run. Pesandro and Rea point out that in his calculations he assumes that the nominal return on pension fund assets is unchanged; he makes no allowance for rising nominal interest rates. However, as already indicated, because most funds are locked into long term fixed interest debt, Calvert's assumption is approximately true in the short run. If he had presented his proposals in that context they might have had considerable merit but it is by no means clear that they are defensible in the long run. His basic argument is that people's need for income declines throughout retirement and thus their pensions could appropriately decline. Since his evidence is based on expenditures rather than need it is not clear that the assumption is valid. In any case he argues that only that portion of the pension which would be needed for food and shelter — which does not decline — need be indexed. He is prepared to allow any excess pension to be eroded by inflation. However this seems quite indefensible. An indexed pension which provided for a declining real income throughout retirement might have some merit. But why should pensioners be exposed to a purely haphazard erosion of pension benefits through inflation? It is not that the economy can not afford to pay them since real incomes are not falling; other members of the community are obviously benefiting at the expense of the pensioners. Pesandro and Rea point out that proposed pension reforms in the United Kingdom, Holland and Switzerland would require that private pensions be indexed.

Both analyses devote considerable attention to the prospective doubling of the ratio of pensioners to working force over the next 50 years, with Calvert giving the more detailed treatment. Both were concerned with the increase in pension costs that would result form further reductions in the age at which people retired — a reduction which then seemed likely to continue. It is a measure of how rapidly conditions can change that within a year of publication a strong movement seems to be underway — at least in the United States — to raise and possibly eliminate the fixed mandatory retirement age.

In the public sector the CPP is the

Cont'd on p.16

Letting the Chimera out of the bag

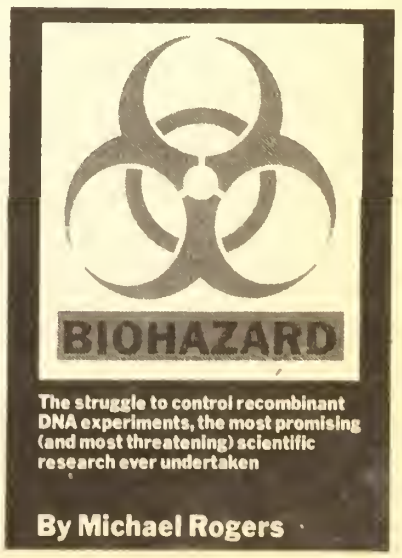
Michael Rogers, **Biohazard.** Knopf, New York, 1977.

This is a journalistic account of the soul-searching that biochemists, molecular biologists, and industrial pharmacologists have been undergoing over the possible dangers that they perceived in new lines of research having to do with "recombinant-DNA". DNA is the stuff of which genes are made, and it has been obvious for some time that delicate chemical manipulations would soon become possible that would permit the transplant of a gene, from one organism to another, in such a way that the gene's instructions would be carried out by the new host. Genetic instructions are blueprints for the biosynthesis of proteins, the most active and versatile molecules of living organisms, and the idea that such genetic engineering might be possible has had scientists atwitter for several years.

The result of such experiments could be organisms that have never existed before, with properties of more than one existing organism (like the mythological chimera of the Greeks). It has become possible for the public, and indeed some scientists, to accuse would-be genetic engineers of an overweening wish to play God and the critics are saying bluntly that it might be a God with very little idea of where His handiwork might be leading us. What will hitherto untried combinations of genes do? What happens when we put a gene for a mammalian hormone into *E. coli* (a much studied bacterium that lives in the human intestinal tract) if the new version escapes from the laboratory in the intestine of a technician? Will it hurt the carrier? Will it spread? One can see why many people, including scientists, are muttering darkly to themselves, and having sleepless nights.

Why would anyone want to carry out such genetic manipulations? Some simple (and necessarily simplified) examples will show why the prospective benefits could be enormous. One of the fundamental and ever-present

Cont'd on p.16


BIOHAZARD
The struggle to control recombinant DNA experiments, the most promising (and most threatening) scientific research ever undertaken
By Michael Rogers

Fewer perspectives, more illumination

Hugh A. Stevenson and J. Donald Wilson, editors. **Precepts, Policy and Process: Perspectives on contemporary Canadian education.** Alexander Blake Associates. London, Ont., 1977.

Collections of essays almost invariably provide the reader with a mixed experience. This volume is no exception. One of its less attractive aspects is the contrived title. Some of the essays are winners; others are not.

After deciding the issues to be discussed and lining up the contributors the editors "made no attempt editorially to impose any degree of uniformity on the thought and style of each contributor." This was a mistake, I think, but the editors also made a mistake in soliciting as many (eighteen) contributions as they did.

Two introductory chapters, by George S. Tomkins and J. Donald Wilson, have considerable historical and general interest. Five essays deal with political, linguistic, religious, cultural and international aspects of Canadian education. Of these I liked most Cornelius Jaenen's "Multiculturalism and Public Education," which traces the shift from the desire to Canadianize immigrant children in "national schools" to a growing respect for the cultural background of immigrants.

The section on teaching contains a pleasantly breezy treatment of the education of teachers by John Calam and a thoughtful discussion by Norman Henchley of the struggle between the professional autonomy of teachers and public control over them. The fourth essay in this section will strike most readers of the **Bulletin** as the most interesting in the book. It is Desmond Morton's "Canadian Universities and Colleges: After the Power Trip, Priorities." Professor Morton writes with his customary incisiveness; it is not necessary always to agree with him in order to admire the clarity of his thought and expression.

Universities made serious mistakes in the years of rapid expansion, Morton says: the benefits of higher education were badly oversold. "Having promoted their recent academic power trip with promises they could not fulfil, universities and their faculty now face the fate of the medicine man who did not skip town in time." Faced with the evidence of growing public reluctance to foot the bills, a reluctance shared by all major political parties and provincial governments, faculty members are increasingly turning to unionization. Morton takes a dim view of this.

Cont'd on p.17

OLD AGE... *from p.15*

important plan and there has been considerable discussion about whether it should be fully funded or remain as essentially a pay as you go plan. (Unless present contribution rates are raised the outflow from the fund will, by 1983, require that the provinces begin making net payments of interest on their borrowings. Up to now they have been borrowing both the accruing interest and the extra cash inflow. By 1990 they would have to pay out the full annual interest on their borrowings). Pesandro and Rea explain that the appropriate choice between a funded plan and a pay as you go plan depends on whether the social rate of return on capital exceeds the rate of growth of aggregate earnings. Since empirical evidence suggests that it does, they conclude that a funded plan is desirable. However it is essential that the fund be invested so as to increase capital and not used by the provinces to increase current expenditures — something which seems to have been happening in recent years. They think this could best be accomplished by having the fund acquire securities of the private sector with the provinces being forced to return to their previous practise of doing all their borrowing through the market. However Calvert points out the possible undesirable consequences of having a vast investment fund controlled by government. Investments in private sector securities would also yield higher returns than government securities. (Recent studies have shown that the provinces are not even paying — i.e. accruing — interest on their present CPP debt at the going rate but rather at more than 1% less). Currently only Quebec invests any of its CQPP monies in private sector securities.

Because the ratio of pensioners to workers is expected to double in the next 50 years (unless present retirement ages are raised sharply) the contribution rates are going to have to double. This will be true regardless of whether the essentially pay as you go system is retained or it is replaced by a fully funded system, although the timing would be altered somewhat. However, with a fully funded system once the appropriate contribution rate is established, it will not change regardless of any changes in the dependancy ratio since contributions by and on behalf of each person will be sufficient — with expected earnings on the fund being built up — to pay his pension at retirement. Since the increase in the contribution rates can be phased in over a substantial number of years and since the per capita output of the work force is likely to continue to increase — although possibly rather more slowly than in the past — the increased pension costs are likely to be borne out of additional income and not out of a transfer from existing levels of income.

Faculty concerned about pensions will find much useful material in each of the books.

E.D. Maher

BIOHAZARD... *from p.15*

problems of biochemistry is the separation of molecules of interest from the very complex mixtures that are prepared by breaking up cells. When the material of interest is in very short supply, as with many protein hormones for example, the preparation may be fantastically laborious and time-consuming. (Roger Guillemin, one of this year's Nobel prize-winners, processed over five million sheep brains to isolate a few milligrams of peptide hormones from the hypothalamus). Imagine, then, the possibility of isolating or synthesizing the hormone's gene, installing it in a suitable bacterium, and thereafter operating a bacterial factory which produces more material in a day than the researcher has ever seen before.

That is an example of benefit to the researcher himself, but there are important clinical possibilities as well. A frequently discussed project in the recombinant-DNA field is the installation of the human gene for insulin in a bacterium, thereby developing a microbial technology that would obviate the need for processing millions of bovine pancreases.

By 1977 the genes for insulin and for somatostatin, a brain hormone, had been successfully incorporated into bacterial DNA, and there will undoubtedly be more examples in the near future. Pharmaceutical manufacturers are now predicting that commercial applications will be feasible before 1985.

Scientists speculate that a little further along it might be possible to correct congenital defects, which result from defective genes, by chemically transferring a correct gene into the genome of the sufferer, so that proper synthesis of the missing protein would occur. And possibly after that, even to do it in such a way that the sufferers would no longer transmit defective genes to their children.

These are mind-numbing prospects, so it is at least easy to understand the importance of the current debate—a debate that has escaped from the university and government laboratories and become a subject of concern to reporters, politicians, and the public. Michael Rogers got interested in the problem two years ago when scientists, mainly American, were beginning to gather together to discuss the implications of research with recombinant-DNA. Rogers is an associate editor of **Rolling Stone**, who has attended most of the meetings that the scientists organized. Unfortunately, this does not make for an interesting book, unless the idea that scientists, like ordinary mortals, have difficulties with complex issues outside their area of competence is a new one. There is far too much concentration on who said what at which meeting, when the early meetings could hardly have led to definitive results, and were really fishing expeditions for all who attended.

It is also true that the book suffers from a large number of scientific errors, trivial most of them, but cumulatively very annoying. It is also carelessly written and edited. It is difficult to guess for whom Rogers has written the book. It is obviously not the specialists, but it does not seem to be the general public either, because readers who are not familiar with modern biochemistry will find the background sketchy and unclear. The intelligent use of good diagrams could have helped enormously to explain the experiments that underlie the controversy. As history the book will have some limited value.

The topic is important: the prospective scientific advances are vast indeed, almost incredible; but the possible risks are frightening a lot of people. Unfortunately, nobody knows how high the risks are. In a new field like this where there is so little relevant experience, there are no experts, and the need for ultrasafe scientific technique is obvious.

At the time of writing, government agencies in both the States and Canada have produced guidelines which control the nature of work with recombinant-DNA (more or less: the incorporation of the insulin gene into bacterial DNA was carried out in violation of the U.S. guidelines). Just recently the U.S. Congress has shied away from passing controls into law. Some scientists who were upset two years ago are now expressing the belief that the experiments are not as risky as they once feared. There is some recent evidence that gene engineering goes on naturally in sewage, "which," as a recent note in the New **Scientist** says, "is the kind of reason why microbiologists have been urging people to stop making so much fuss about scientists recombining DNA in laboratories and make a little more about what is going on unsupervised in sewage." Maybe Mother Nature has done it all before.

But the question at the moment is, of course, how does anyone *know?*

Charles C. Bigelow

McGill

Nominations and Applications for the Position of

PRINCIPAL AND VICE-CHANCELLOR

The appointee will be expected to take office not later than 1 June 1979. Nominations and applications should be accompanied by a curriculum vitae and submitted to:

Mr. Colin M. McDougall, Secretary
Statutory Committee to
Nominate a Principal,
McGill University,
845 Sherbrooke Street West,
Montreal, PQ, H3A 2T5

Education as never seen before

Joseph Ben-David. **Centers of Learning: Britain, France, Germany, United States.** McGraw Hill Book Company, 1977. 208 pp.

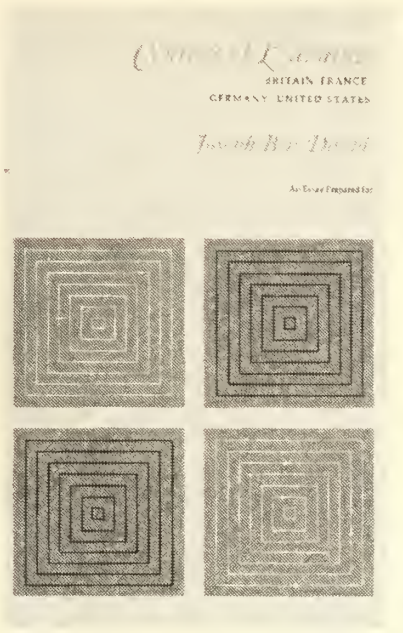
This is the final volume in the Carnegie Commission's series on higher education, which has run to over 100 publications, including 64 monographs (described as sponsored research studies), 18 technical reports (for example, **Resource Use in Higher Education: Trends in Output and Inputs, 1930-1967**) and 32 reprints of published articles or important papers such as Martin Trow's "Problems in the Transition from Elite to Mass Higher Education," which was presented at an OECD conference in June 1973. While I have not read every word that has issued from this massive project, I have at least leafed through all the monographs and reports, and I can say with confidence that **Centers of Learning** is in at least three respects a remarkably fitting finale to this unprecedented undertaking.

In the first place, more than any of the other volumes, it places higher education in the United States in perspective, that is, in relation to higher education elsewhere in the world. Second, it identifies in a subtle but powerful fashion the basic issues that now confront universities throughout the world both collectively and individually; issues which are the topic of many of the other volumes in the series (and of dozens of other books that have been published in the last decade) but which here are definitively interrelated. I am referring in particular to the relationships between (a) teaching and research, (b) general or liberal education and professional education, and (c) education as a means of developing the potentialities of the individual and as a means of satisfying society's needs. Finally, the book is of remarkably high quality. It may well overtake Laurence Veysey's **The Emergence of the American University** as the most significant book about higher education that has been written since 1960.

As it happens, Joseph Ben-David is the author of an earlier volume in the Carnegie series, **American Higher Education: Directions Old and New**, an "essay" (of 137 pages) which he, in parallel to Eric Ashby, had been asked to prepare for the Commission at the time it began its work. I found if a disappointing piece, certainly in contrast to Ashby's **Any Person, Any Study**. Re-reading it after **Centers of Learning**, its merits become more apparent since now one has the comparative knowledge of higher education in Western Europe which the author assumed his reader to have. In any event the new volume removes the first one from one's necessary reading list and also—though they remain valuable—many of the important articles which Ben-David has been producing since the early 1960's. Though not a long book it is an admirable summation of his thought, specifically with respect to the nature and historical development of research and to the interaction of the professions with universities on the one hand and government on the other. The book is well written but the content is sufficiently complex to require two readings. My advice to the reader is to postpone the making of notes until the second time round.

Basic to Ben-David's interpretation is the proposition that there are only four central systems of higher education, those of Britain, France, Germany and the United States. He admits the existence of others—China and the Soviet Union for example—but claims that these have not had any significant influence on other countries including the Big Four, whereas all the others, Japan and Sweden for example, have been influenced significantly by one or several of the central systems. Canada's system, it would follow is an influenced rather than an influencing one, presumably one whose elements have been drawn from all four central systems. While difficult to refute, the proposition is an irritating one to a Canadian reader, particularly when it leads to such a statement as "the notion of general or liberal education still exists today and many students in the United States —*though nowhere else*— study for a liberal arts degree (Page 9; italics added). Ben-David's ignorance of educational developments in Canada and the Commonwealth is also revealed in the following statement: "The *agrégation* and the examinations given at the *Polytechnique* or the *Ecole nationale d'administration* (in France) require an erudition that is envisaged in the United States and Canada in the new higher degrees such as the Doctor of Arts and M. Lit." (41-42). These two degrees are among the few known to man *not* listed in **Universities and Colleges of Canada 1976.**

As a matter of fact, Ben-David's approach—or rather non-approach—to Canadian higher education is typical of the Carnegie series. No Canadian-born authors have been invited to contribute, though two Canadian-based authors have made significant contributions: Richard Storr of York University whose **The Beginning of the Future: an Historical Approach to Graduate Education in the Arts and Sciences** is a splendid and provocative study; and Jill Conway, now of Smith but then of Toronto, whose chapter on that University in D. Reisman and V. Stadtman, eds., **Academic Transformation: Seventeen Institutions Under Pressure** is both lively and perceptive. Of the other volumes only two make substantial reference to the Canadian experience; there is a chapter on Canada in Barbara Burn *et al.*, **Higher Education in Nine Countries** and one on the Macpherson Committee Report on instruction in arts and sciences at the University of Toronto in Dwight Ladd's **Change in Educational Policy: Self-Studies in Selected Colleges and Universities.** However, the failure of Clark Kerr and his colleagues to take greater advantage of developments in the country whose system of higher education most closely resembles their own does not reduce the relevance of most of the 100-plus volumes for Canadians. Certainly this is not the case with **Centers of Learning.**



Ben-David is a sociologist who is primarily interested in the sociology of the professions, particularly those of academic teacher, research investigator, and administrator, including within the latter the administrator in government, in business and industry, in academe, and in the research enterprise. But he is also an historian; his approach to sociological phenomenon is always set in the context of historial development. The first five chapters of his book are essentially an analysis of the methods adopted by the four countries to provide for general education, professional education and research. He shows convincingly that the systems have fundamental differences, particularly with respect to the involvement in and the responsibility for the training of professional manpower and for the conducting of research on the part of government, the professions themselves, and the universities. The account is sufficiently detailed to enable a Canadian to deduce the somewhat different relationships of government, the professions and the universities to these matters that have evolved—and are evolving—in Canada.

One of the most interesting questions that Ben-David raises is whether the functions of teaching and research are compatible. I have myself argued (in "A Matter of Balance", **A.U.C.C. Proceeding- 1967**, vol. 2, pp. 7-31) that what distinguishes the university from all other institutions is the *joint* commitment to teaching and research and that such "functions" as service to the community and criticism of society are not separate functions but consequences of either teaching or research or both. Ben-David disagrees; for him research in at least some fields has no necessary connection with teaching and the attempt to combine the two inhibits effective prosecution of the former.

He has not converted me to his view but he has forced me to re-examine the whole issue with, I believe, salutary results. My guess is that readers of **Centers of Learning** will find themselves faced with similar challenges to their long-held convictions on various matters and, whatever the outcome, will like myself henceforth be in Professor Ben-David's debt.

Robin S. Harris

Of Interest...

Nicholas Wade. **The Ultimate Experiment: man-made evolution.** Walker and Company. New York, 1977. Pp. 162.

Lionel Elvin. **The Place of Commonsense in Educational Thought.** George Allen & Unwin Ltd. Unwin Education Books: 35. London, 1977. Pp. 159.

Clifford H. Edwards, et al. **Planning, Teaching and Evaluating:** a competency approach. Nelson-Hall. Chicago, 1977. Pp. 350.

Gerald E. Dirks. **Canada's Refugee Policy: indifference or opportunism?** McGill-Queen's University Press. Montreal and London, 1977. Pp. 316.

Kenneth P. Mortimer and Richard C. Richardson, Jr. **Governance in Institutions with Faculty Unions: six case studies.** Center for the Study of Higher Education. The Pennsylvania State University, University Park, Pennsylvania, 1977. Pp. 180.

About our reviewers...

Professor Charles C. Bigelow is former President of the CAUT. He is Dean of Science at Saint Mary's University in Halifax...Professor Robin Harris is with the Higher Education Group, the Ontario Institute for Studies in Education... Michiel Horn, a frequent contributor to the Bulletin, teaches History at Glendon College, York University... Prof. E.D. Maher teaches at the School of Administration, University of New Brunswick.

PERSPECTIVES... *from p.16*

Critics will say that he has misapprehended the reasons for unionization.

Although Professor Morton tends to pessimism he is not without hope. "Hard times are not necessarily ennobling but they are frequently the only times when hard priorities are chosen". And relief may be in sight if mature students enter the universities in growing numbers. What Morton fears most is that governments will manage to split research from teaching. "A frightening alliance of students, politicians, and taxpayers is gathering across Canada for a fresh assault on universities as centres of research and independent scholarship." The academic community is highly vulnerable; it "will need the unpractised virtues of courage and solidarity." As educator and analyst of society the academy will be sorely needed, but it must not expect soon to be popular again.

The lucidity of Morton's prose is rarely matched in the longest section of the book, that on curriculum. The six contributions are mostly of interest to teachers and professors of education. I found most informative the critique by Marvin Lazerson and Timothy Dunn of the growing emphasis on vocationalism in education.

The concluding essay by Hugh Stevenson is disappointing. It tries to pull together a number of ideas from the rest of the book while introducing some of the author's own. The result, unfortunately, is pretentious and overbearing, notably in his outline of a scheme for educational change. And what, in this time of complaint about student literacy, can one say about an educator who uses "on-going" as a participle or describes educational technology as "the all-time drop-out of the century" ?

The conception of this book was worthwhile, and parts of it amply repay reading. It is too long and diffuse, however: some of the essays could have been omitted without serious loss. Had the perspectives been fewer they might have proved more illuminating.

Michiel Horn

Vacancies

Postes vacants

ADMINISTRATION

THE UNIVERSITY OF CALGARY. **Faculty of Fine Arts.** Dean. Applications and nominations are invited for the position of Dean of the Faculty of Fine Arts. The Faculty of Fine Arts is an established unit with the University, consisting of about 400 undergraduates and 72 faculty members. It offers the following degrees: Bachelor of Arts (Art History), Bachelor of Fine Arts (Art), Bachelor of Fine Arts (Drama) and Bachelor of Music. A graduate programme leading to a Master's degree has been accepted by the University and will be implemented when approved by the provincial government. As the senior administrative officer of the Faculty, the Dean will be expected to offer dynamic leadership in the continual development of academic and artistic programmes. A candidate for this position, distinguished record in his / her field and substantial experience in teaching, scholarship and administration. Responses should include a Curriculum Vitae and the names and addresses of three referees. These should be sent tot Dr. K. Ann Kerr, Academic Assistant to the President, The University of Calgary, 2920 - 24th Avenue N.W., Calgary, Alberta T2N 1N4.

CONCORDIA UNIVERSITY. **Applied Linguistics.** Director, Centre for Teaching English as a Second Language. Administrative, teaching and research experience, highest academic qualifications. Direct programmes of ESL, TESL Certificate, B.Ed. TESL, M.A. Applied Linguistics. Salary commensurate with experience. Curriculum Vitae and appropriate documentation should be sent to: David McKeen, Associate Dean, Division I, Faculty of Arts & Science, H-401, S.G.W. Campus, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Québec H3G 1M8.

CONCORDIA UNIVERSITY. **Department of Communication Studies. The Position.** We seek a senior faculty member interested in serving as Department Chairman. The person appointed would teach one course and assume leadership responsibility for a Department with thirteen full-time faculty, several part-time faculty and a strong administrative and professional reputation outside their institution, possess a Ph.D. or equivalent, and have some administrative experience. Knowledge of French an asset. **The Institution and the Department** Concordia University, an English-speaking institution with approximately 10,000 full-time students, was established in 1974 by the merger of Sir George Williams University and Loyola College. The Communication Studies Department serves some 275 full-time undergraduates and 25 post B.A. Diploma students, chosen in an interview-based admissions procedure that accepts approximately one of every three serious applicants. There is possibility of developing a full graduate program. The Department believes in an integration of media theory with media experience. Salary is competitive and subject to negotiation. **The Process.** The appointment will be effective July 1, 1978. Applications will be received until April 1978. Inquiries and applications (or nominations) should be sent to: William O. Gilsdorf, Personnel Committee, Department of Communication Studies, Concordia Univ., Loloya Campus, 7141 Sherbrooke St., W., Montreal, Quebec H4B 1R6.

UNIVERSITY OF GUELPH. **Department of Sociology and Anthropology.** Nominations and applications are invited for the chairmanship, Department of Sociology and Anthropology, College of Social Science, University of Guelph. Send to J.W. Skinner, Dean, College of Social Science, Chairman Selection Committee, Guelph, Ontario, N1G 2W1.

LAURENTIAN UNIVERSITY. **Division of Physical Education.** Director. The Division of Physical Education consists of three units each with its own Chairman. The School of Physical and Health Education offers a four year honours Bachelor of Physical and Health Education program; the Department of Intercollegiate Athletics competes successfully in the OUAA and OWIAA conferences and the Department of Physical Education Services provides both the university and wider community with instructional, recreational, and competitive programs. Plans are being finalized for the implementation of an interdisciplinary Masters program in Child and Developmental Studies. Applicants for the position of Director are expected to have strong academic credentials and the successful administrative experience needed to meet the challenge of coordinating the functions of this Division and to provide the type of leadership needed to ensure its continued growth. Qualifications required: Doctorate; Will developed administrative abilities and previous administrative experience Nationally recognized teaching and research record. The ability to communicate with and relate to other academic units and the many publics with which the Division interacts. Familiarity with the Ontario and Canadian physical education scenes. Applications should include a curriculum vitae plus the names of four referees. The appointment will be made effective July 1, 1978 for a period of three years. Rank and salary to be based upon experience and uualifications. Applications should be sent to: The Chairman, Search Committee for Director of Physical Education, Division of Physical Education, Laurentian University, Sudbury, Ontario. P3E 2C6.

THE UNIVERSITY OF MELBOURNE. **Economic History.** Chair, This Chair is vacant following the appointment of Professor G.N. Blainey to the Ernest Scott Chair of History. Applications are invited from scholars in any field of economic history. At present research and teaching in the Department cover aspects of inter-

University of New Brunswick

Department of Geology

Applications are invited for the post of a member of faculty specializing in Exploration Geochemistry, at a negotiable rank, to take charge of geochemical laboratories and the teaching of geochemistry in the Department. Proficiency in chemical analysis is necessary and industrial experience is desirable. Appointment is subject to budgetary approval.

The department is equipped with XRF, XRD, wet-chemical laboratories, A.A. analytical equipment and other instrumentation. It is planned that microanalytical facilities will be available soon.

The candidate must have a Ph.D. degree and be able to assume duties from July 1, 1978. Applications should include 3 C.V.'s names of three referees and a list of publications. These should be sent to:

Chairman, Department of Geology
University of New Brunswick
P.O. Box 4400, Fredericton, N.B.,
E3B 5A3

Université de Montréal

DÉPARTEMENT D'ÉDUCATION PHYSIQUE

Le Département d'éducation physique de l'Université de Montréal sollicite des candidatures pour un poste régulier de professeur en didactique de l'activité physique et sportive. L'engagement est prévu pour le 1er juin 1978 au rang de professeur adjoint; les candidats à un rang plus élevé seront également considérés. Le candidat doit posséder le Ph.D. en éducation physique ou en sciences de l'activité physique. Il devra participer à l'enseignement aux niveaux du baccalauréat et des études supérieures. Les intérêts du candidat en recherche doivent favoriser une interaction avec les problèmes reliés à l'enseignement de l'activité physique chez les enfants et les adolescents.

Date limite: 28 avril 1978

Prière d'envoyer un curriculum vitae ainsi qu'un bref exposé du programme de recherche et trois lettres de recommandation à:

Georges Larivière, Ph.D.
Directeur
Département d'éducation physique
Université de Montréal
Case postale 6128, Succursale "A"
Montréal, Qué.
H3C 3J7 (Canada)

national economic history, Australian, Asian and Latin American economic history, the economic history of U.S.A., and the history of economic thought. Salary: $31,248 per annum. Further information, including research and teaching undertaken in the Department, staffing, enrolments, details of application procedure, superannuation, travel and removal expenses, housing assistance and conditions of appointment, is available from the Registrar. All correspondence (marked "Confidential") should be addressed to The Registrar, The University of Melbourne, Parkville, Victoria, 3052, Australia. Applications close on Friday, 21st April, 1978.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Faculty of Education. Division:** Vocational Education. Position: Director, teacher preparation in vocational education. Academic rank according to preparation and experience. Qualifications: Master's degree in vocational education minimum: Doctorate or near doctorate in vocational education preferred: Business / Industrial experience. Nature of Duties: (a) To direct the delivery of a teacher education diploma / degree programme in vocational education and a teacher education diploma programme in industrial arts education.

(b) To provide leadership in meeting emerging NED by designing courses in the programmes. (c) To teach courses in the programmes. (d) To establish and maintain liaison with the technical vacational school system in the province. (e) To counsel prospective students. Salary: Competitive. Apply to: Mr. B. V. Paddock, Dean, Faculty of Education Memorial Univ. of Newfoundland, St. John's, Newfoundland A1B 3X8. Include curriculum vitae and names of three referees. Effective Date of Appointment: 1st September 1978. Deadline for Applications: When position filled.

UNIVERSITY OF TORONTO. **Faculty of Medicine. Department of Medical Genetics.** Head, Division of Clinical Genetics. 1. Department: Genetics - Hospital for Sick Children Medical Genetics, Faculty of Medicine, University of Toronto. 2. Title: Head, Division of Clinical Genetics, Hospital for Sick Children. University Rank: Assistant Professor. 3. Qualifications Required: Degree in Medicine with specialty certification in Internal Medicine or Paediatrics. Broad training and experience in clinical genetics. 4. Nature of Duties: To plan, organize and direct programmes in syndromology, inborn errors of metabolism, genetic counselling and related areas of clinical genetics. 5. Salary: Commensurate with qualifications and experience. 6. Person to Whom Enquiries Should be Sent: Dr. L. Siminovitch, Genetist-in-Chief. The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario M5G 1X8, Canada. 7. Effective Date of Appointment: To be negotiated. Closing Date for Receipt of Applications: April 30/78.

UNIVERSITY OF TORONTO. **Faculty of Medicine. Department of Obstetrics and Gynaecology.** Title: Associate Professor or above, anc Chief of Obstetrics and Gynaecology, St. Michael's Hospital. Qualifications required and Nature of duties: A senior appointment. Preference given to individual who, in addition to the capabilities of leading a major department in Obstetrics and Gynaecology, has special knowledge or aptitude in Endocrinology or Reproductive Biology. Salary: A full-time academic salary at senior level with restricted practice opportunities is desired. Enquiries: should be sent to Dr. J.L. Harkins, Professor and Chairman, Department of Obstetrics and Gynaecology, 92 College Street, Toronto, Ontario Canada M5S 1A1. Effective date of appointment: As soon as possible.

UNIVERSITY OF TORONTO. **Faculty of Medicine. Department of Ophthalmology.** Chief. Department: Ophthalmology. Title: Professor of Ophthalomology, Chief of Department of Ophthalmology at the Hospital for Sick Children. Qualifications: M.D., F.R.C.S. (C) or equivalent. Duties: To be in charge of an active Ophthalmic Department at The Hospital for Sick Children. To participate in the teaching and research activities of the Department of Ophthalmology, both in the Hospital and in the University. Salary: To be negotiated Send enquiries to: Dr. J. Clement McCulloch, Room 115, 1 Spadina Crescent, Toronto, Ontario M5S 2J5. Effective Date of Appointment: July 1, 1978. Closing Date for Receipt of Applications: April 30, 1978.

UNIVERSITY OF TORONTO. **Faculty of Medicine. Department of Otolaryngology.** Chief, Department of Otolaryngology, Toronto Western Hospital. A geographic, full-time head for the Department of Otolaryngology is required at the Toronto Western Hospital. The Candidate must have a good national and international reputation and have the ability to take over the programme and instil in it new vitality and ideas. He must have demonstrated interest in the education of students in his field of interest and should be a practicing surgeon. He must recognize the essential value of the discipline of basic and clinical research in his department and must be capable of directing its research activity. Administrative ability is highly desirable but is secondary to clinical interest and proven ability. Associate Professor level. Salary commensurate with qualifications and experience. Enquiries should be addressed to Professor Douglas P. Bryce, M.D., 92 College Street, Toronto, Ontario M5S 1A1. Effective date of appointment to be announced. Closing date for applications to be June 30, 1978.

UNIVERSITY OF TORONTO. **Faculty of Medicine. Department of Pathology.** Department: Pathology 2. Title: Pathologist-in-Chief The Hospital for Sick Children. U of T rank: Associate Professor / Professor. 3. Qualifications Required: Certification in Pathology, competence in Paediatruc Pathology and fellowship in the Royal College of Physicians - Canada or its equivalent. 4. Nature of Duties: Direction of all aspects of patient care, teaching and research within the Department of Pathology including programs of quality control. 5. Salary: Commensurate with qualification and experience. 6. Person to Whom Enquiries Should be sent: Mr. L.B Murray, Associate Administrator, The Hospital for Sock Children. 7. Effective Date of Appointment: To be negotiated. 8. Closing Date of Receipt of Applications: May 15, 1978.

SIMON FRASER UNIVERSITY. **Faculty of Interdisciplinary Studies. Department of Criminology.** Simon Fraser University invites applications and nominations for the position of Chairman of the Department of Criminology. The position will be open effective September 1, 1978 but a later starting date may be negotiated. The Department of Criminology is a multi-disciplinary department with 18 full-time faculty. It offers undergraduate and graduate programs leading to degrees in Criminology and provides exceptional research opportunities. Candidates should have strong academic credentials and an established reputation in the field of Criminology or one of the closely related disciplines. Canadian experience or knowledge of the Canadian criminal justice system is highly desirable. Previous administrative experience would be a strong asset. Rank and salary will be dependent on qualifications. Applications or nominations will be treated in strict confedence and should be addressed to: Dr. T.W. Calvert, Dean, Faculty of Interdisciplinary Studies, Simon Fraser University, Burnaby, B.C. V5A 1S6.

ACCOUNTING

UNIVERSITY OF CALGARY. **Faculty of Business.** Applications are invited for academic positions in Accounting. A doctorate degree or a dissertation near completion is required. Duties involve undergraduate and graduate teaching and research. Rank and salary based on experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. C. A. Prentice, Chairman, Accounting Area, Faculty of Business, The University of Calgary, Calgary, Alberta. T2N 1N4.

UNIVERSITY OF CALGARY. **Faculty of Business.** Applications are invited for academic positions in Finance. A doctorate degree or dissertation near completion is required. Duties involve undergraduate and graduate teaching and research. Rank and salary based on experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Edmund G. Sugars, Chairman, Financial Management Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

MCMASTER UNIVERSITY. **Faculty of Business.** 1. Assistant Professor of Finance, but other ranks may be considered. 2. Doctorate or dissertation in progress. 3. Research and teaching at the graduate and undergraduate levels with interests in managerial finance, securities and / or income taxation. 4. Open. 5. Dr. Stanley N. Laiken, Chairman, Finance and Business Economics Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4. 6. July 1, 1978. 7. When filled.

MCMASTER UNIVERSITY. **Faculty of Business.** 1. Positions in accounting, Rank open. 2. Ph.D. completed or near completion. 3. Teach and do research in accounting. Areas to be covered. Managerial, Controllership, Systems, and Financial. 4. Salary appropriate for qualifications. 5. W. J. Schlatter, Chairman of Accounting, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4. 6. July 1, 1978. 7. When positions filled.

UNIVERSITY OF WATERLOO. **Department of Economics, Faculty of Arts.** Applications are invited for continuing or visiting appointments in Accounting, subject to budget approval. Rank and salary are dependent upon professional and academic qualifications and experience. Doctorate completed or near completed or research record required for senior position; other applications also invited for position as Lecturer or Assistant Professor. Please send resume to Director, Accounting Program, Department of Economics, University of Waterloo, Waterloo, Ontario N2L 3G1. Commencing May 1, 1978. Closing date for receipt of application is April 28, 1978. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

ANIMAL SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA. **Department of Animal Science.** Applications are invited for the position of Assistant Professor in the Department of Animal Science, University of British Columbia. Candidates must hold the D.V.M. degree or equivalent, and be eligible for membership in the British Columbia Veterinary Medical Association. Preference will be given to applicants with post-graduate training and a research interest in infertility, immunology or embryonic mortality. Canadian clinical field experience with animals of agricultural importance would be desirable. The successful candidate will be expected to develop an undergraduate course in animal health for Animal and Poultry Science students, provide veterinary medical care for University livestock and poultry, and co-operate in certain on-going departmental research programs, and would be encouraged to develop his or her own research interests. The appointment will be effective July 1, 1978. Applications, including Curriculum vitae, names of three referees, and salary requirements, should be sent to: Dr. B. D. Owen, Chairman, Department of Animal Science, Faculty of Agricultural Sciences, The University of British Columbia, 2075 Wesbrook Place, Vancouver, B.C. V6T 1W5. The University of British Columbia offers equal opportunity of employment to qualified male or female candidates.

UNIVERSITY OF GUELPH. **Department of Animal & Poultry Science.** Assistant Professor - Reproductive Physiologist. Probationary Appointment. Research 80%, Teaching 20%. The individual will be responsible for initiating and executing research projects on some aspects of reproductive physiology in female domestic mammals with emphasis on the biological and / or biochemical explanations of reproductive processes. The projects should expand or complement the current physiology program in cattle and swine and be part of a team effort to solve reproductive problems in the livestock industry. Qualifications: Ph.D. in reproductive physiology with a strong background in cell biology or protein and steroid biochemistry. A knowledge practical agriculture is required. Position subject to final budgetary approval. Applications: Submit with a C.V. before May 31, 1978 to Chairman, Department of Animal & Poultry Science, Ontario Agricultural College, University of Guelph, Guelph, Ontario, Canada N1G 2W1.

MCGILL UNIVERSITY, MACDONALD COLLEGE. **Department of Animal Science.** Reproductive Physiologist Position, Ph.D. Duties include teaching at the undergraduate and graduate levels, research in reproductive physiology of cattle or swine and supervision of graduate students. Salary minimum is $19,023. Applications including curriculum vitae and names of three referees should be sent to: Dr. S. P. Touchburn, Chairman, Department of Animal Science, MacDonald College, Ste. Anne de Bellevue, Quebec, Canada, H0A 1C0.

UNIVERSITY OF SASKATCHEWAN. **Department of Animal and Poultry Science.** Position available: Assistant or Associate Professor of Poultry Science. Date of appointment: July 1, 1978. Qualifications: Ph.D. in poultry science with expertise in poultry production and management. Teaching and research experience preferred. Duties: Primary responsibility for teaching courses in poultry production and management at the undergraduate level opportunity for teaching in 2-year diploma program and for participating in graduate training; maintain liaison with the poultry industry; research in the applicant's area of interest. Salary and Rank: Dependent upon qualifications and experience. Applications accepted until position filled. Apply to: Dr. C. M. Williams, Head, Department of Animal and Poultry Science, College of Agriculture, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

ANTHROLOPOGY

THE UNIVERSITY OF ALBERTA. **Department of Anthropology.** The Department of Anthropology has a tenure-track vacancy and is particularly desirous of attracting candidates interested in one or more of the following topics: linguistic anthropology, symbolic anthropology, and European peasantry. Both men and women candidates will be considered. Salary dependent upon qualifications, but a Ph.D. is required. Date of appointment: July 1, 1978. Send curriculum vitae and names of referees to: Dr. C. R. Wilson, Chairman, Department of Anthropology, University of Alberta, Edmonton, Alberta, T6G 2E1.

THE UNIVERSITY OF ALBERTA. **Department of Anthropology.** We will require one or two leave replacements in physical anthropology starting September 1, 1978. Duties will include teaching courses in human evolution, human biology, and primate behavior. A near Ph.D. is required. Both men and women will be considered. Salary subject to qualifications. Applications with curriculum vitae and the names of three referees should be sent to Dr. C. R. Wilson, Chairman, Department of Anthropology, University of Alberta, Edmonton, Alberta T6G 2E1.

MCMASTER UNIVERSITY. **Department of Anthropology.** The Department of Anthropology, McMaster University, anticipates a two-year, contractually limited position for a junior appointment in archaeological anthropology. Salary commensurate with qualifications; position open from July 1978. Contact Dr. R. J. Preston. Chairman, Department of Anthropology, McMaster University, Hamilton, Ontario, L8S 4L9.

SCARBOROUGH COLLEGE, UNIVERSITY OF TORONTO. **Department of Anthropology.** Scarborough College, University of Toronto, invites applications for a 1-year, contractually-limited position in Social-Cultural Anthropology, at the Assistant Professor or Lecturer rank. Ph.D. preferred, but terminal pre-doctoral candidates will be considered. Expertise in the analysis of information transmission and the semiotics of groups behaviour required; the geographic area of specialization is open. The position involves undergraduate instruction Candidates should have ability to teach the core course in "Introduction to Social Organization", as well as an appropriate area course, and courses involving cognitive Anthropological approaches. Send enquiries, Curriculum Vitae, and names of referees to Professor M. R. Kleindienst, Assistant Chairman, Division of Social Sciences, Scarborough College, University of Toronto, West Hill, Ontario, M1C 1A4, before April 30, 1978.

UNIVERSITY OF TORONTO, SCARBOROUGH COLLEGE. **Anthropology** Scarborough College, University of Toronto. Tenure-stream position, archaeology, assistant professor rank, PhD required. Problem-oriented archaeologist with research emphasis in one or more of: Behavioural archaeology, dynamics of material culture ethno-archaeology; settlement patterning, population dynamics simulation modelling, archaeometry. Geographic specialization is open, but potential for developing an interest in Canadian archaeological problems is important consideration. Competence in field methodology should have been demonstrated in fieldwork and

publications. Undergraduate instruction, with been demonstrated in fieldwork and publications. Undergraduate instruction, with possible future involvement in graduate programme; state teaching experience and interests. Send vita and names of referees to Professor M.R. Kleindienst, Division of Social Sciences, Scarborough College, West Hill, Ontario, Canada, M1C 1A4, before May 31, 1978.

THE UNIVERSITY OF WESTERN ONTARIO. **Department of Anthropology.** Applications are invited for the tenured appointment of a social / cultural anthropologist at the associate of full professor level. Alternatively, the Department will consider applications for a one-year visiting appointment at the above mentioned levels. Research interests open. The interests of the Department are in symbolic anthropology and critical theory, but all facets of the discipline are represented. Canadian experience desirable. Duties include teaching graduate and undergraduate courses. Salary commensurate with experience. Subject to the availability of funds, this position will be available beginning July 1, 1978. Please address all enquiries to the Chairman, Department of Anthropology, University of Western Ontario, London, Ontario.

APPLIED LINGUISTICS

CONCORDIA UNIVERSITY. **Applied Linguistics.** Full or Associate Professor. Qualifications: Doctorate, ESL and university undergraduate teaching experience, thorough knowledge of French. Primary research interest and scholarly publications in at least one of the following areas: second language learning; teaching second language materials and methods. Duties: Duties include undergraduate and graduate instruction in the area of specialization and undergraduate instruction in either methodology or English Language and linguistics. Research in the department currently includes a longitudinal study of ESL learning in Quebec public schools; second language reading, ESP and survey of ESL teaching in Canada. Curriculum Vitae and appropriate documentation should be sent to: David McKeen, Associate Dean, Division I, Faculty of Arts & Science, H-401, S.G.W. Campus, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

ARCHAEOLOGY

THE UNIVERSITY OF ALBERTA. **Department of Archaeology.** We may have a tenurable position open in archaeology starting July 1, 1978. Ph.D. required. Both men and women will be considered. Salary subject to qualifications. Applications with curriculum vitae and the names of three referees whould be sent to Dr. C. R. Wilson, Chairman, Department of Anthropology, University of Alberta, Edmonton, Alberta T6G 2E1.

ART AND DESIGN

THE UNIVERSITY OF ALBERTA. **Department of Art and Design.** The University of Alberta invites applications from both men and women for sessional appointments, September 1, 1978 to April 30, 1979. Appointments to be made in the following areas: Printmaking, Visual Communication Design, Sculpture, Painting, Visual Fundamentals. Send slides, transcripts and names / addresses of three referees, by May 1, 1978 to: Doug Haynes Chairman, Department of Art and Design, University of Alberta, Edmonton, Alberta, T6G 2C9.

THE UNIVERSITY OF ALBERTA. **Department of Art and Design.** The University of Alberta invites applications from both men and women for a sabbatical replacement September 1, 1978 to April 30, 1979. Course coverage for three full-year courses in Canadian Art or Renaissance Art, plus two junior survey courses. Preference for Renaissance and two junior survey courses. Apply by letter with transcripts and names / addresses of three referees by May 1, 1978 to: Doug Haynes, Chairman, Department of Art and Design, University of Alberta, Edmonton, Alberta, T6G 2C9.

QUEEN'S UNIVERSITY. **Department of Art.** Printmaker to teach etching, offset and stone lithography, and some drawing and painting to students in the four year degree, studio program. Experience in screenprinting, photography or photomechanical processes would be an advantage. Previous degree level teaching experience preferred. Nine month appointment requiring experienced painter and teacher to work at all levels of the four year degree, studio program. Practical knowledge of photography would be an advantage. Slides and curriculum vitae should be addressed to: David Andrew, Department of art, Queen's University, Kingston, Ontario, K7L 3N6, from whom further details may also be obtained.

BIOCHEMISTRY

CARLETON UNIVERSITY. **Department of Biochemistry.** Applications are invited for an appointment at the Assistant or Associate Professor level to teach undergraduate courses in the Biochemistry program. The candidate should have a Ph.D. with research interests complementary to the existing programs in the Department of Biology or Chemistry. Salary will be commensurate with qualifications and experience. Send curriculum vitae and names of three referees to C.S. Tsai, Department of Chemistry, Carleton University, Ottawa, Ontario, Canada, K1S 5B6. Effective date of appointment: September 1, 1978. Closing date for receipt of applications: May 15, 1978.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Department of Biochemistry.** Memorial University of Newfoundland seeks a faculty member for teaching and research in the Department of Biochemistry. Applicants should have a Ph.D degree, or its equivalwnt, with a strong background in applied nutrition. Experience and interest in Community Nutrition is desirable. Applications with biography, transcripts, research interests and names of references should be sent to Professor N. F. Haard, Chairman, Search Committee, Department of Biochemistry, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X9. Salary and position commensurate with training and experience.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Department of Biochemistry.** Postdoctoral Fellowship. To carry out research into the role of activated oxygen in prostaglandin biosynthesis, bactericidal function of leukocytes or in plant physiology. Fellowship at or above $11,500. Send Curriculum Vitae and names of three referees to: Dr. P.J. O'Brian, Biochemistry Department, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X9.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Department of Biochemistry.** The Department of Biochemistry, Memorial University of Newfoundland is seeking an individual for teaching and research with a new undergraduate and graduate program of Food and Nutrition. Applicants should have a demonstrated ability for research in Food Science. An interest in fish and other marine sources of food is highly desirable. Date of availability on or before September, 1978. Resumé should include biography, transcripts and names of references. Respond to Dr. Norman F. Haard, Department of Biochemistry, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X9.

UNIVERSITY OF SASKATCHEWAN. **Biochemistry.** A one-year appointment as Assistant Professor is available in the Department of Biochemistry, College of Medicine, University of Saskatchewan. Applicants must have a Ph.D. and / or M.D. degree. Effective date of appointment is July 1, 1978 or September 1, 1978. Salary will be commensurate with experience and training. The appointment is conditional upon anticipated funds being available. Send curriculum vitae and names of three referees to: Dr. J. D. Wood, Head, Department of Biochemistry, University of Saskatchewan, Saskatoon, Sask., Canada S7N 0W0.

BIOLOGY

UNIVERSITY OF SASKATCHEWAN. **Department of Biology.** Applications are invited for a one-year temporary appointment at the rank of Assistant Professor, beginning July 1, 1978. Teaching duties will include introductory Biology and Plant Anatomy and Development. Applicants should submit a curriculum vitae and have two letters of reference sent to: Head, Department of Biology, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. Closing date for applications is when position is filled.

UNIVERSITY OF WATERLOO. **Department of Biology.** Applications are being accepted for the position of Assistant Professor in microbiology. Ph.D required; post-doctoral experience preferred. Duties: to teach undergraduate virology and general microbiology and to establish an independent research program in some area of microbiology. Salary commensurate with qualifications. Initial 2-year term appointment. Send curriculum vitae and names of three referees to Dr. J. K. Morton, Chairman, Department of Biology, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment is July 1, 1978. Closing date for receipt of applications is when the position is filled.

(Subject to the availability of funds.) Applicants should be legally eligible to work in Canada for the period covered by this position.

BUSINESS ADMINISTRATION AND COMMERCE

THE UNIVERSITY OF ALBERTA. **Faculty of Business Administration and Commerce.** Applications are invited for six (6) faculty positions. Teaching and research interests hould be in business policy, organization theory, finance, management science, accounting or industrial relations. Ph.D. or equivalent is desirable. Both men and women are invited to apply. Salary and rank depend on qualifications. Applications welcome until positions are filled. Appointments normally effective July 1. Send resume to: Dr. D. Gordon Tyndall, Acting Dean, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta, T6G 2G1.

THE UNIVERSITY OF ALBERTA. **Faculty of Business Administration and Commerce.** Applications are invited for seven (7) faculty positions. Teaching and research interests should be in business policy, organization theory, finance, management science, accounting or industrial relations. Ph.D or equivalent is desirable. Salary and rank depend on qualifications. Applications welcome until positions are filled. Appointments normally effective July 1. Send resume to: Dr. D. Gordon Tyndall, Acting Dean, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta T6G 2G1.

THE UNIVERSITY OF ALBERTA. **Faculty of Business Administration and Commerce.** Applications are invited from individuals who would be interested in a visiting appointment in the Faculty of Commerce, University of Nairobi, Nairobi, Kenya. Successful candidates will assume a leadership and training role in developing an indigenous faculty and will hold a Ph.D. with extensive teaching and research experience. Teaching and research interests should be in accounting, management science, organizational behaviour, or finance. Overseas experience would also be an advantage. Remuneration will be at the level of current Canadian salary, plus overseas allowance, housing, education allowance, return transportation, shipment of personal effects and storage of goods left in Canada. Apply in writing to Dr. John L. Brown, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta T6G 2G1.

UNIVERSITY OF CALGARY. **Faculty of Business.** The University of Calgary, Faculty of Business is seeking qualified candidates to fill positions in all areas including Accounting, Policy & Environment, Finance, Management Science & Management Information Systems and Marketing, beginning July 1, 1978. Ph.D. or D.B.A. preferred. Rank and salary based on qualifications and experience. Applications should be addressed to: Dr. George S. Lane, Dean, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

UNIVERSITY OF CALGARY. **Faculty of Business.** Applications are invited for academic positions in Business Policy. An advanced degree is required. Considerable business or government experience is very desirable. Ability to teach Introduction to Business, Business Strategy, Business Communications, or Public Administration is a definite plus. Duties involve undergraduate and graduate teaching and research. Rank and salary are based on qualifications and experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Edmund G. Sugars, Chairman, Policy & Environment Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

THE UNIVERSITY OF CALGARY. **Faculty of Business.** Applications are invited for academic positions in Business Law. Qualifications required are a law degree and / or and M.B.A. Considerable experience is helpful. Duties involve undergraduate and graduate teaching and research. Rank and salary are based on qualifications and experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Edmund G. Sugars, Chairman, Policy & Environment Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

THE UNIVERSITY OF CALGARY. **Faculty of Business.** Applications are invited for academic positions in Business Communications (written and oral). Considerable business, government, or teaching experience is very desirable. Duties involve undergraduate teaching and the future possibilities of graduate teaching and research. Rank and salary are based on qualifications and experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Edmund G. Sugars, Chairman, Policy & Environment Area, Faculty of Business, The University of Calgary, Alberta, T2N 1N4.

UNIVERSITY OF CALGARY. **Faculty of Business.** Applications are invited for academic positions in Organization Theory, Labor Relations or Public Management. A doctorate degree, teaching experience, and strong research potential are required. Rank and salary are open and competitive. Direct inquiries to Dr. Ahmed N. Azim, Chairman, Management Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

CARLETON UNIVERSITY. **School of Public Administration.** Applications are invited for two new permanent positions at the Assistant or Associate Professor level in one of the following areas: Organizational Behaviour, Public Administration, Economics, Finance. Candidates should have a Ph.D. or a Ph.D. in progress (with substantial progress on thesis). The appointments will be effective July 1, 1978. Salary will be commensurate with qualifications. Applications, including a curriculum vitae and the names of three referees, should be submitted to Professor G. B. Doern, Director, School of Public Administration, Carleton University, Ottawa, Ontario, K1S 5B6.

CARLETON UNIVERSITY. **School of Public Administration.** Applications are invited for a term position with high probability of becoming a permanent position, in Political Science. Candidates should have a Ph.D. or Ph.D. in progress (with substantial progress on thesis). The appointment will be made at the Assistant or Associate Professor level, effective July 1, 1978. Salary will be commensurate with qualifications. Applications, including a curriculum vitae and the names of three referees, should be submitted to Professor G.B. Doern, Director, School of Public Administration, Carleton University, Ottawa, Ontario, K1S 5B6.

CARLETON UNIVERSITY. **School of Public Administration.** Applications are invited for a junior appointment in Public Administration. Candidates should have a Ph.D. in public administration, organizational behaviour, finance or economics. The appointment, subject to the availability of funds, will be effective July 1, 1978. Applications should be sent to Professor G.B. Doern, Director, School of Public Administration, Carleton University, Ottawa, Ontario K1S 5B6.

CENTRE FOR INTERNATIONAL BUSINESS STUDIES DALHOUSIE UNIVERSITY. **School of Business Administration.** Applications are invited for a faculty position in the School of Business Administration in the area of Finance and International Finance at the undergraduate and graduate levels. Appointment effective from beginning of the 1978-79 academic year. Salary commensurate with qualifications and experience. Curriculum vitae should be sent to The Director, School of Business Administration, Dalhousie University, Halifax, Nova Scotia. B3H 3H8.

LAKEHEAD UNIVERSITY. **School of Business Administration.** Applications are invited for teaching positions at the undergraduate and graduate levels in accounting; finance; organizational behavior; management; personnel / industrial relations marketing; health services; and quantitative methods. Ph.D. preferred but not essential. Salary negotiable. Appointment to commence July 1, 1978. Send letters of application, including curriculum vitae and names of three referees to Donald E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario P7B 5E1.

MCMASTER UNIVERSITY. **Faculty of Business.** Faculty position in the Personnel

and Industrial Relations Area commencing July 1, 1978. The successful candidate will be expected to make a strong contribution to research in Industrial Relations and to teach gràduate and undergraduate courses in Industrial Relations. A capacity to teach personnel management and organizational behaviour would also be useful. Prefer assistant but may be able to make appointment at higher rank. Send curriculum vitae to: Dr. Roy J. Adams, Chairman, Personnel and Industrial Relations Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **School of Business Administration and Commerce.** The School requires faculty in the following areas: Personnel / Industrial Relations, Small Business Management, General Management, Business Policy, Accounting, Quantitative Methods and Statistical. Applications. An MBA. programme is planned for implementation in September, 1978. The undergraduate B. Comm. degree is a co-operative programme which is admitting increasing numbers each year. Rank and salary are competitive and negotiable. Please send application, resume, transcription and references to: G.A. Pynn, Director, School of Business Administration and Commerce, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **School of Business Administration and Commerce.** The School requires faculty in the following areas: Personnel / Industrial Relations, Small Business Management, General Management, Business Policy, Accounting, Quantitative Methods and Statistical Applications. An M.B.A. programme is planned for implementation in September, 1978. The undergraduate B. Comm. degree is a co-operative programme which is admitting increasing numbers each year. Rank and salary are competitive and negotiable. Please send application, resume, transcription and references to: G.A. Pynn, Director, School of Business Edministration and Commerce, Memorial University of Newfoundland, St. John's Newfoundland, A1C 5S7.

UNIVERSITY OF NEW BRUNSWICK. **Division of Administration.** Saint John Caxqus. Applications are invited for a teaching position in Financial Accounting at the Assistant or Associate Professor level — duties include undergraduate teaching end research. Ph.D. or Ph.D. candidate preferred. Minimum qualifications for a tenurable position would include an MBA and a professional accounting designation. Rank and salary will be based on the candidate's qualifications and experience. Appointment effective July 1st, 1978. Applications will be accepted until the positions is filled. Please address applications to the Chairman, Division of Administration, University of New Brunswick Saint John, N.B. P.O. Box 5050, E2L 4L5.

ROYAL MILITARY COLLEGE OF CANADA. **Commerce.** Dèpartement de sciences économiques et politiques. Le dépertement de sciences économiques et politiques offre un poste à terme en commerce. Le grade dépendra des qualifications et de l'expérience. La doctorat avec spécialisation en finance est préféré. Les candidats tenant un MBA seront sérieusement considérés. Enseigner en français au premier cycle des cours de comptabilité et de gestion. La connaissance des deux langues officielles est requise. Le salaire dépendra des qualifications et de l'expérience. Faire parvenir son curriculum vitae au Dr. Pierre Bussières, Assistant au principal, Royal Military College of Canada, Kingston K7L 2W3, Ontario. Date de nomination: 1er juillet 1978. Ouvert.

ST. FRANCIU XAVIER UNIVERSITY. **Department of Business Adminlstration.** Applications are invited for the following undergraduate teaching positions: Business Policy, Finance, Production / Operations Management and General Management. Ph.D. or Ph.D. candidate or equivalent. Rank and salary dependent on qualifications and experience. Direct replies to L.T. Gallant, Chairman, Department of Business Administration, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0. Appointment effective Fall 1978.

CENTRE FOR INTERNATIONAL RELATIONS

QUEEN'S UNIVERSITY, CENTRE FOR INTERNATIONAL RELATIONS. Applications are invited for: 1. A shared position as Assistant Professor at the Royal Military College and Research Associate at the Centre for International Relations, Queen's University, Kingston, Appointment from 1st September 1978 for 1-2 years, Field: International Relations, specialty Stratagic Studies. Completed or near completed Ph.D. required. Applications with C.V. and other relevant information to Professor H. Binhammer, Department of Political Science and Economics, RMC, and Professor N. Orvik, Centre for International Relations, Queen's University, Kingston. 2. The Centre also has an open position from September 1978 for a Research Assistant in strategic studies. Completed MA required.

CHEMISTRY

CONCORDIA UNIVERSITY. **Department of Chemistry.** The Department of Chemistry, Concordia University seeks an analytical chemist, assistant or associate professor with at least five years of industrial experience in analytical chemistry, must be capable of directing graduate students and making contacts with industry, (anticipated position) and an Assistant Professor with Ph.D. in biochemistry with the ability to carry out a successful research program (anticipated position). Sabbatical Replacement (nine months) Ph.D. in organic chemistry to start August 15, 1978. Send a detailed curriculum vitae, publication list and three letters of recommendations to Dr. R.E. Townsherd, Department of Chemistry, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8.

UNIVERSITY OF GUELPH. **Department of Chemistry.** Applications are invited for a faculty position in the area of analytical chemistry at the rank of Assistant Professor. Starting date January 1 or May 1, 1979. Candidates must have a Ph.D. degree in chemistry and preferably one year of post-doctoral experience i-analytical chemistry. Duties will include undergraduate and graduate teaching, supervision of graduate research, and independent research. Excellent opportunities for the growth of analytical chemistry exist in the Guelph-Waterloo Centre for Graduate Work in Chemistry. Applicants should provide a complete curriculum vitae, a brief description of research interests, a research proposal, reprints of papers, a transcript of academic record and the names of three referees to E.G. Janzen, Chairman, Department of Chemistry, University of Guelph, Ontario, Canada. Applications should be received in Guelph no later than July 1, 1978. Appointment is subject to final budgetary approval.

UNIVERSITY OF SASKATCHEWAN. **Department of Chemistry.** Analytical or Inorganic Chemistry. Applications are invited for a 12 month appointment commencing July 1, 1978. Salary rates currently under consideration. Applications accepted until position is filled. Curriculum vitae and references to: Dr. A.R. Knight, Professor and Head, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF TORONTO. **Department of Chemlstry.** Postdoctoral Fellowship in Crystallography. Applications are invited for a Postdoctoral Fellowship in Crystallography. Candidates must be familiar with single-crystal diffractometer techniques and be proficient in data handling by computer. The successful candidate will be expected to work on the structure analysis of crystals originating from research in this and other Departments. Applicants must have a Ph.D. awarded for work incrystallogaphy or must have already completed such work prior to submission for the degree. The initial stipend will be $10,080 - $11,100 p.a. (with a possibility of some teaching supplement). A curriculum vitae giving the names of two referees should be sent immediately to: Professor S.C. Nyburg, Lash Miller Chemical Laboratories, 80 St. George Street, Toronto, Ontario M5S 1A1.

UNIVERSITY OF TORONTO. **Department of Chemlstry.** Research Associate / Postdoctoral Positions in area of exploiting enzymes as chiral catalysts in organic synthesis. Sunthetic organic chemical background desirable. Research Associate position (12,850 p.a.) involves some undergraduate lecturing and provides good opportunity for anyone interested in academic career. Previous postdoctoral experience necessary. Postdoctoral position ($10,080 to $11,100 p.a.) Starting dates: summer / fall 1978. Send curriculim vitae and names of three referees to Dr. J.B. Jones, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada M5S 1A1.

UNIVERSITY OF WATERLOO. **Department of Chemistry.** Postodoctoral Position available for up to 2 years starting May 1, 1978. Ongoing projects involve structural studies on acid proteases of fungal origin and kinetic characterization of native and chemically modified enzymes using synthetic peptide substrates. Initial salary will approximately be $11,000 per annum based on the current NRC maximum. Interested parties should forward a resume and the names of two references to Professor T. Viswanatha, Department of Chemistry, University of Waterloo, Waterloo, Ontario N2L 3G1.

UNIVERSITY OF WATERLOO. **Department of Chemistry.** Applications are being accepted for the position of Assistant Professor in one of the areas of Bioorganic, Biochemistry or Organometallic Chemistry. In addition to being an excellent teacher, the successful candidate will be expected to initiate a vigorous and innovative research program. Excellent opportunities for research exist within the Guelph-Waterloo Centre for Graduate Work in Chemistry. The appointment is for a two year definite term. Assistant Professor Minimum $17,100. (Subject to the availability of funds). Applicants should submit a complete curriculum vitae, an outline of research plans, and names of three referees to: Dr. D.E. Krlsh, Chairman, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Effective date of appointment is September 1, 1978 or January 1, 1979. Closing date for receipt of applications is April 28, 1978. Candidates should be legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WINDSOR. **Department of Chemistry.** The Department of Chemistry at the University of Windsor expects to have a vacancy for an Assistant Professor, available on July 1, 1978. Applicants should have a Ph.D. preferably in biochemistry and the position will involve teaching in the undergraduate and graduate programs as well as independent research in biochemistry. The Department is well equipped with modern instrumentation and offers a Ph.D. program in biochemistry. Preference will be given to applicants with research experience in metabolism, the biochemistry of disease, membrane biochemistry or molecular enzymology. A curriculum vitae with research interests and the names of three referees should be submitted to: Professor J.E. Drake, Department of Chemistry, University of Windsor, Windsor, Ontario N9B 3P4.

COMMUNICATION STUDIES

CONCORDIA UNIVERSITY. **Department of Communlcation Studies.** announces two openings for: 1) Specialist in Theories of Communication 2) Specialist in Film. **The Positions** 1) Applicants for the position of Specialist in theories of communication should possess a Ph.D. degree and some record of research and publication. We are particularly interested in the following areas: Media History, Media Aesthetics, Media Ethics, Themes of Communication. Knowledge of Franch an asset. 2) Applicants for the position of Specialist in film should possess a Ph.D. degree or equivalent. Though our immediate need is the teaching of basic production courses, it is hoped that applicants will also have broader theoretical and research interests (film or media history, criticism, aesthetics, etc.) Knowledge of French an asset. **The Institution and the Department** Concordia University, an English-speaking institution with approxlmately 10,000 full-time students, was established in 1974 by the merger of Sir George Williams University and Loyola College. The Communication Studies Department serves some 275 full-time undergraduates and 25 Post B.A. Diploma students, chosen in an interview-based admissions procedure that accepts approximately one of every three serious applicants. There is possibility of developing a full graduate program. The Department believes in an integration of media theory with media experience. Salary is competitive and subject to negotiation. **The Process** Appointments to these positions will be effective August 1, 1978. Applications will be received until April 1978. Inquiries and applications should be sent to: William O. Gilsdorf, Personnel Committee, Department of Communication Studies, Concordia University, Loyola Campus, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6.

COMPUTING SCIENCE

UNIVERSITY OF GUELPH. **Department of Computing & Information Science.** Applications are invited for a probationary appointment at the Assistant Professor level in Computing and Information Science, before July 1, 1978. Candidates must have a PhD degree in computing science or allied discipline. Teaching and/or industrial experience with a research commitment in applied system analysis or date base technology are desirable. Duties will include undergraduate teaching in introductory courses as well as any of the following: computer structures, operating systems, data bases, system analysis, programming languages, software engineering and data communications. Salary will commensurate with qualifications and experience. Subject to final budgetary approval. Applicants should provide a complete curriculum vitae with the names of three referees to J. G. Linders, Chairman, Department of Computing and Information Science, University of Guelph, Guelph, Ontario N1G 2W1.

UNIVERSITÉ LAVAL. **Department of Computer Science.** Le département d'informatique a un poste à combler à l'été 1978. Les tâches du professeur consistent principalement à enseigner aux premier et deuxième cycles et à faire de la recherche. Une spécialisation ou une expérience professionnelle dans les applications à la gestion ou dans les bases de données serait souhaitable. Le PhD (ou son équivalent) est requis. On recevra les candidatures tant que le poste ne sera pas comblé. Les personnes intéressées doivent faire parvenir leur curriculum vitae à: Dr. André Dubuque, Directeur, Département d'informatique, Faculté des Sciences et de Génie, Université Laval, Québec, G1K 7P4.

THE UNIVERSITY OF MANITOBA. **Department of Computer Science,** invites applications for the position of Assistant Professor effective July 1, 1978. The appointment is subject to budgetary approval and may be term or probationary. The salary will be commensurate with experience and qualifications. Preference will be given to persons able to teach graduate courses in information retrieval and minicomputers. Applications including a curriculum vitae should be addressed to Dr. R.S.D. Thomas, Acting Head, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba R3T 2N2, to be received by May 19th, 1978.

MCGILL UNIVERSITY. **School of Computer Science.** Several positions are open in the School beginning September 1978. One position is at the Associate or Full Professor level, a second is at the Assistant Professor level and a third is a Visiting appointment. A Doctorate is required. All specialization in computer science are of interest with emphasis on artificial intelligence, data base systems, theory of algorithms, theory of programming languages and small computer systems. Also of interest are individuals with a strong background in computer applications in statistics, simulation, and random processes. All positions involve graduate and undergraduate teaching and research. Salary negotiable. Candidates should write to: Professor M. M. Newborn, Director, School of Computer Science, McGill University, Burnside Hall, 805 Sherbrooke Street West, Montreal, Quebec H3A 2K6.

CURRICULUM STUDIES

UNIVERSITY OF SASKATCHEWAN. **The Department of Curriculum Studies** invites applications for the following one-year term appointment in Social Studies Education for the year 1978-1979. **Qualifications:** Doctorate or near completion of doctoral program; successful teaching experience at the elementary school level. **Rank:** Lecturer or Assistant. **Salary:** Commensurate with experience and qualifications. **Closing date for applications:** When position is filled. **Apply to:** Dr. J. L. Gajadharsingh, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

DANCE

YORK UNIVERSITY. **Dance Department.** Faculty of Fine Arts. Two full-time faculty positions open commencing July 1, 1978. 1) Assistant professor in modern dance technique and dance composition with university teaching experience. 2) Associate

professor to serve as acting coordinator of graduate programme in dance history and criticism Specialist in dance history, historical dance reconstruction and dance criticism plus university teaching experience and professional publication required Address applications to: Richard Perry, Associate Dean, Faculty of Fine Arts, York University, 4700 Keele Street, Downsview, Ontario M3J 1P3. Application deadline is April 15, 1978.

DENTISTRY

UNIVERSITY OF SASKATCHEWAN. **College of Dentistry**. Applications are invited for two full time positions in the Department of Oral Biology. Depending on qualifications, applicants may be considered for Chairmanship of the Department. ORAL PATHOLOGY: The applicant shoud have a dental degree and graduate training in Pathology — Oral and or General. Responsibilities will include teaching at the undergraduate level, research and managing a diagnostic biopsy service ORAL BIOCHEMISTRY MICROBIOLOGY: The applicant should have a dental degree and graduate training preferably beyond Masters level. Responsibility will include teaching at the undergraduate level and research in biochemistry microbiology. Rank and salary will be determined according to qualifications and experience. Letters of application and Curriculum Vitae should be sent to: Dr. E.R. Ambrose, Dean, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. Applications accepted until position is filled.

DRAMA

THE UNIVERSITY OF ALBERTA. **Department of Drama**, requires an Associate Professor of Design. The position is open Sept. 1, 1978 and the applicant must have experience in teaching undergraduate and graduate students in a professionally orientated program. Considerable professional design or equivalent necessary. Recognition will be given to professional training and experience in lieu of academic credits. Depth in costume and scenery design, with strength in lighting. Instructors would be expected to teach in B.F.A. and M.F.A. programs graduate supervision of practical design shows; designing for major productions. Applications, including curriculum vitae, vital statistics and at least 3 letters of reference should be sent to: Dr. James H. McTeague, Chairman, Department of Drama, University of Alberta, Edmonton, Alberta, Canada T6G 2E5. (Both men and women are encouraged to apply.)

THE UNIVERSITY OF ALBERTA. **Department of Drama** requires a Voice and Speech instructor to teach acting students in the four-year BFA Acting program. The position is open for the September 1978 — May 1979 school year to replace a faculty member on Study Leave. Applicants would be required to teach all basic areas of Voice and Speech, such as breath control, tone production, resonance, pitch range, articulation and interpretation of poetry and dramatic literature. Ability to teach IPA phonetics to first year students is desirable but not essential. The instructor would also be required to teach more advanced students on a tutorial basis and do voice coaching on productions during the year. Applications, including resume and three letters of reference should be sent to: Dr. James H. McTeague, Chairman, Department of Drama, University of Alberta, Edmonton, Alberta, Canada T6G 2E5. (University of Alberta is an Equal Opportunities Employer).

THE UNIVERSITY OF ALBERTA. **Department of Drama**. Drama instructor required for 1978 79 academic year as replacement for faculty member on Study Leave. Applicants should expect to teach a broad range of-courses in the B.A. program: senior Acting, beginning Directing and Play analysis on the junior level. Eight month full time sessional contract beginning September 1978. Applications, including resume and three letters of reference should be sent to: Dr. James H. McTeague, Chairman, Department of Drama, University of Alberta, Canada T6G 2E5. (University of Alberta is a Equal Opportunities Employer).

QUEEN'S UNIVERSITY. **Department of Drama**. Applications are invited for Assistant or Associate Prrofessor rank dependent on training and experience (position available subject to possible staff change). Person well qualified in areas of Dramatic Literature, Criticism, Theatre History. Competence in directing desirable but not essential. To teach one survey course in Dramatic Literature, one seminar course in Modern Drama or Canadian Drama and Theatre, and one introductory course in Drama. Current floor for Assistant Professor $16,600; for Associate Professor $21,750. Applications should be directed to M.A. Breslow, Director of Drama, Queen's University, Kingston, Ontario. Appointment date 1 September 1978. Applications open until position is filled.

QUEEN'S UNIVERSITY. **Department of Drama**. Applications are invited for Assistant Professor (position available subject to possible staff change). Specialist in acting. Competence in voice desirable. University or professional training. To teach introductory acting (movement, voice, improvisation), advanced acting (text analysis), and general introductory course in Drama. Current floor for Assistant Professor $16,600. Appointment date 1 September 1978. Applications should be directed to M.A. Breslow, Director of Drama, Queen's University, Kingston, Ontario. Applications open until position is filled.

UNIVERSITY OF WATERLOO. **Department of Drama**. Applications are being accepted for the position of Lecturer in Drama to teach movement and acting. Knowledge of Stanislavski, Laban and the action work of Malmgrem is desirable. After 1978 the salary will be in the range of $10.000 - 11,000. This appointment, which is subject to budgetary approval, is for eight months, starting September 1, 1978. Please reply to the Chairman, Drama Department, University of Waterloo, Waterloo, Ontario N2L 3G1. Applicants should be legally eligible to work in Canada for the period covered by this position.

EARTH SCIENCES

UNIVERSITY OF WATERLOO. **Department of Earth Sciences**. Applications are being accepted for the position of Assistant or Associate Professor. (Subject to the availability of funds). Qualifications required: Specialist in Engineering Geology. Nature of duties include undergraduate and graduate teaching and research. Applicants should be legally eligible to work in Canada for the period covered by this position. Salary offered is Assistant Professor (minimum) $17,100; Associate Professor (minimum) $22,200. Those interested should send applications to C.R. Barnes, Chairman, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment is May 1978 or later.

UNIVERSITY OF WATERLOO. **Department of Earth Sciences**. Applications are being accepted for the position of Post-Doctoral Fellow. Qualifications required PhD. Some teaching with research specialization in lower Paleozoic. Salary commensurate with experience. (Subject to the availability of funds.) Applicants should be legally eligible to work in Canada for the period covered by this position. Those interested should send applications to Dr. C. R. Barnes, Chairman, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario N2L 3G1. Starting date negotiable. Closing date for receipt of applications: when position is filled.

ECONOMICS

ALGOMA UNIVERSITY COLLEGE. **Department of Economics**. One-year visiting appointment in Economics for 1978-79 academic year in the fields of Microeconomics, Quantitative Methods for Economists, and Canadian Economic Problems and Policy or Economic Development. Other fields such as International Trade and Macroeconomics will be considered. Rank and salary open and competitive. Application, official transcripts and curriculum vitae should be accompanied by the names of three references, and forwarded to Professor D.A. Jackson, Acting Chairman, Social Sciences Division, Algoma University College, Sault Ste. Marie, Ontario.

CARLETON UNIVERSITY. **Department of Economics**. Applications from specialists in all fields of economics are invited for a visiting appointment for the 1978-79 academic year. Rank and salary are open depending upon qualifications and experience. Applications should be made to Professor John Chant, Chairman, Department of Economics, Carleton University, Ottawa, Ontario.

CONCORDIA UNIVERSITY. **Department of Economics**. Possibility of four appointments at various levels commensurate with candidate's qualifications. Main areas **Economics Development, Public Economics, General Theory**, and **Monetary Economics** with secondary specialization in Labour Economics, Industrial Relations and History. Demonstrated record of high scholarly achievement in terms of publications and recognition in the main area of specialization. Graduate and undergraduate teaching; supervision of PhD dissertations. Salaries are fully competitive. (Salary scale for 1977/78 - Assistant: $18,000. Associate $23,000; full: $29,800). Forward applications to the Personnel Committee, Department of Economics, Concordia University, Montreal, Quebec H3G 1M8. Date of appointment - June 1978. Applications accepted until positions are filled.

LAURENTIAN UNIVERSITY. **Department of Economics**. The Department of Economics needs an experienced teacher for six weeks during the months of July and August 1978, to lecture on Economic Development or Urban and Regional Economics. The remuneration is $2700, a room in a University residence, and economy air fare to a maximum of $150. Apply as soon as possible to Dr. W. R. Cook, Chairman, Department of Economics, Laurentian University, Sudbury, Ontario. P8E 2C6, telephone (705) 675-1151, Extension 233.

THE UNIVERSITY OF MANITOBA. **Department of Economics**. Applications are invited for a senior position. Candidates must have a distinguished teaching and research record. Preference will be given to candidates with expertise in macroeconomic theory and applied econometrics, but all fields of interest are acceptable for outstanding applicants. The position will involve a substantial amount of supervision of graduate students as well as teaching and research. Salary is competitive. Applications will be received until the position is filled. Applicants should send c.v.'s and the names of three references to Dr. N. E. Cameron, Economics Department, University of Manitoba, Winnipeg, Manitoba. R3T 2N2.

MCMASTER UNIVERSITY. **Department of Economics**. The Department of Economics at McMaster University has one or more visiting positions at the assistant or associate professor rank for the 1978-79 academic year, commencing July 1, 1978. Applications, including curriculum vitae should be sent to Dr. J. A. Johnson, Chairman, Department of Economics, McMaster University, Hamilton, Ontario. L8S 4M4.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Department of Economics**. 1. Full-time position in Department of Economics. Rank open. Subject to budgetary approval. 2. Qualifications required: PhD or near PhD. Specialization in Business Economics, preferably with some business or forecasting experience. Open to both men and women. 3. Nature of duties: Teaching Business Economics courses in M.B.A. programme (within the School of Business Administration and Commerce), teaching undergraduate Economics courses, and research. 4. Salary commensurate with qualifications and experience. 5. Send curriculum vitae and names of references to Dr. N. Roy, Acting Head, Department of Economics, Memorial University of Newfoundland, St.Joun's, Newfoundland, A1C 5S7. 6. Effective date of appointment: 1 September 1978. 7. Closing date: when position filled.

UNIVERSITY OF NEW BRUNSWICK. **Economics**. Division of Social Science. Applications are invited for a sessional (one-year) appointment in Economics. Candidates should have a background in quantitative methods. PhD preferred. Duties involve undergraduate teaching. Rank and salary based on qualifications and experience. Date of appointment 1 July 1978. Direct inquiries to R. Garland, Chairman of Division of Social Science, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5.

THE UNIVERSITY OF NEW BRUNSWICK. **Department of Economics**. Applications are invited for two positions (subject to budgetary approval). Rank - lecturer or Assistant. PhD or near completion. Duties - graduate and undergraduate teaching, and research interest in resource and/or regional economics. Send curriculum vitae and names of three referees to: Chairman, Department of Economics, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3.

ROYAL MILITARY COLLEGE OF CANADA. **Sciences économiques et politiques**. Le département de sciences économiques et politi ques offre un poste à terme en sciences économiques. Le grade dépendra des qualifications et de l'expérience. Le doctorat est préfér. Enseigner en français au premier cycle. La connaissance des deux langues officielles est requise. Le salaire dépendra des qualifications et de l'expérience. Faire parvenir son curriculum vitae au Dr. Pierre Bussières, Assistant au principal, Royal Military College of Canada, Kingston K7L 2W3, Ontario. Date de nomination: 1er juillet 1978. Ouvert.

SCARBOROUGH COLLEGE, UNIVERSITY OF TORONTO. **Department of Economics**. The Economics Group, Scarborough College, University of Toronto has a tenure-stream Assistant Professor position to begin July 1, 1978. Preference will be given to someone with specialities in one or more of theory, history of thought and applied microeconomics. A PhD is required and a strong interest in research is essential. Salary competitive. Deadline for applications is April 30, 1978. Applications should be sent to Professor John L. Scadding, Economics, Social Sciences, Scarborough College, West Hill, Ontario, M1C 1A4.

UNIVERSITY OF TORONTO. **Department of Political Economy**. Economics. University of Toronto (St. George campus). Applications are invited for an associate professorship or professorship in economic theory, with special reference to microeconomics. The successful candidate will be expected to provide leadership in the Department's graduate programme, especially in economic theory. The Department is searching for someone who has made, or who can be expected to make, substantial contributions to microeconomics. Salary will be competitive. Applications should be addressed to Professor Ian M. Drummond, Chairman, Department of Political Economy, University of Toronto, Toronto M5S 1A1. Appointment to commence 1 July 1978.

UNIVERSITY OF WATERLOO. **Department of Economics**. Applications are being accepted for the position of Lecturer or Assistant Professor. Two positions are open subject to budgetary approval. Qualifications include a PhD or near PhD, preferably with teaching experience and published research success. Positions are open to both men and women. Applicants should be legally eligible to work in Canada for the period covered by this position. Research on applied policy problems preferred; other areas are not excluded. Teaching fields should include some of: macroeconomics / banking, "new" economic history, mathematical economics, the history of economic thought, or economic systems. Salary offered is competitive. Those interested should send applications to Dr. R. R. Kerton, Chairman, Department of Economics, University of Waterloo, Waterloo. Ontario N2L 3G1. Effective date of appointment is May 1 or September 1, 1978. Closing date for receipt of application May 1, 1978. (Subject to the availability of funds).

EDUCATION

THE UNIVERSITY OF ALBERTA. **Department of Elementary Education**. Applications are invited for a position in Elementary Education to begin July, 1978. Duties will include teaching in Science Education and development of general teaching skills through field experiences and related course work. Candidates should have an academic background in Science Education/Science and teaching experience at the position is at the Assistant Professor rank with possibility for appointment at a higher level subject to budget considerations. Salary range for Assistant Professor is $17,625-$22,888 and for Associate Professors $22,889-$33,032. Applications including a current Curriculum Vitae and names of referees should be sent to Patricia A. McFetridge, Chairman, Department of Elementary Education, The University of Alberta, Edmonton, Alberta. This position is open to both females and males and will remain open until filled.

CONCORDIA UNIVERSITY. **Department of Education**. Applications are invited for two positions. One for a person with a doctorate in Social Foundations of Education and the other for a person with qualifications and research interests in one or more of learning and Instructional Design; Development and Evaluation of

1978. Applications should be submitted, with resumes and the names of three referees, to: James Steele, Chairman, Department of English, Carleton University, Ottawa, Ontario, K1S 5B6. Canada.

CONCORDIA UNIVERSITY. **Department of English.** Applications are invited by the English Department of Concordia University of Montreal for three visiting sessional appointments, two in Canadian literature and one in Children's literature. The positions are for one academic year only beginning in June 1978. C.V.s and further relevant information should be sent to: Michael Brian, Chairman, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec. H3G 1M8.

UNIVERSITY OF LETHBRIDGE. **Department of English.** Lecturer in introductory English Composition. To teach Introductory English Composition (3 section Fall 1978; 2 section Spring 1979; maximum 25 students per section), plus appropriate preparation, marking, tutorials, etc. Requirements: Applicant should have at least an M.A. degree in English, or equivalent, with experience and training in teaching English Composition. Nature of Contract: One ten-month terminal appointment: August 1, 1978 to May 31, 1979. Salary Scale: 1977-78, Lecturer — $14,493 to $18,192 per annum. Deadline for Application: Until the position is filled. Write, including a Curriculum Vitae, transcripts and the names of three referees, to: Dr. L.R. Ricou, Chairman, Department of English, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta. T1K 3M4.

UNIVERSITY OF OTTAWA. **Department of English.** Applications are invited from specialists in the following subject areas: Renaissance, Eighteenth Century, Nineteenth Century, Twentieth-Century Critical Theory. Rank and salary are negotiable, commensurate with qualifications and experience. Qualifications: Ph.D., appropriate teaching experience, publications, Duties commence July 1, 1978. Closing date for applications: May 1, 1978. Application, curriculum vitae, and names of three referees to Dr. J.A. Kramer, Chairman, Screening Committee, Department of English, The University of Ottawa, Ottawa, Ontario K1N 6N5.

ST. THOMAS UNIVERSITY. **Department of English.** One-year limited appointment in Victorian Literature at the rank of Assistant Professor (1977-78 minimum $15,750). Ph.D. required. Applications by May 1 to Professor J.M. Kennedy, Chairman, Department of English, St. Thomas University, Fredericton, New Brunswick, E3B 5G3.

UNIVERSITY OF SASKATCHEWAN. **The Department of English.** The Department of English of the University of Saskatchewan invites applications for one-year, non-renewable appointments, to replace members of the Department who will be on leave in 1978-79. J.K. Johnstone, Chairman, Department of English, University of Saskatchewan, Saskatoon, Sask., S7N 0W0.

FAMILY STUDIES

UNIVERSITY OF GUELPH. **Department of Family Studies.** Applications are being accepted for an Associate Professor to undertake research and to teach both undergraduate and graduate courses in Family Studies. Consideration for appointment at the rank of Professor may be given in the case of especially strong candidates. A social scientist with Ph.D. is required, having interests in two or more of Family and Group Dynamics, Community Social Services, Adolescence or Delinquency. Candidates should have a special interest in working a multidisciplinary environment. An interest in contributing to the work of the Department's Centre for Educational Disabilities would be an advantage. Rank and salary open; position open until filled and is subject to final budgetary approval. Address enquiries, or applications with curriculum vitae and names of 3 referees to: Dr. R. M. Barham, Chairman, Department of Family Studies, University of Guelph, Ontario. H1G 2W1.

UNIVERSITY OF GUELPH. **Department of Family Studies.** Social Gerontology. Applications are being accepted for a social gerontologist, preferably with an established record or research experience in gerontology. Candidates should have a Ph.D. degree. Some experience in a government agency or research institute will be an advantage. The successful candidate will be engaged in undergraduate and graduate teaching and will be expected to make use of the department's multidisciplinary environment in developing a research program. Rank, salary and starting date open. Position open until filled subject to final budgetary approval. Address enquiries, or applications with curriculum vitae and names of 3 referees to: Dr. R.M. Barham, Chairman, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF GUELPH. **Department of Family Studies.** Applications are being accepted for an Assistant or Associate Professor to undertake research and to teach both undergraduate and graduate courses in Family and Consumer economics. The successful candidate will be expected to have strong research interests. A record of significant publications would be required for candidates being considered for the rank of Associate Professor and would be an advantage at either rank. Candidates should have an interest in working within a multidisciplinary environment. Rank and salary open; Ph.D. required. Position open until filled and is subject to final budgetary approval. Address enquiries, or applications with curriculum vitae and names of 3 referees to: Dr. R. M. Barham, Chairman, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1.

FINE ART

UNIVERSITY OF GUELPH. **Department of Fine Art.** Instructor of painting for foundation and advanced courses (subject to final budgetary approval). Interest in other media an asset. Prior teaching experience and an extended exhibition record essentiel. Salary and rank according to qualifications. Send applications to Dr. T. Tritschler, Chairman, Department of Fine Art, University of Guelph, Guelph, Ontario. N1G 2W1.

FOOD AND NUTRITION

UNIVERSITY OF GUELPH. **Department of Nutrition.** Assistant or associate professor of nutrition. Candidates should have strong training in experimental nutrition or nutritional biochemistry and be prepared to undertake teaching and research on the metabolic aspects of ruminant nutrition. Send curriculum vitae, list of publications and names of 3 referees to Dr. H. H. Draper, Chairman, Department of Nutrition, College of Biological Science, University of Guelph, Guelph, Ontario. N1G 2W1.

THE UNIVERSITY OF NEW BRUNSWICK. **Food and Nutrition.** The University of New Brunswick invites applications for a one-year replacement position, 1978-79, at assistant professor level. Ph.D. preferred, master's considered. Teaching undergraduate courses in foods and diet therapy within the home economics program. Development of a nutrition laboratory. Additional teaching or administrative duties, depending upon the applicant's background. This position is subject to budget approval. Send curriculum vitae, names of three references, and transcripts to: Dr. D. R. Lablanc, Chairman, Vocational Division, Faculty of Education, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada E3B 5A3.

ST. FRANCIS XAVIER UNIVERSITY. **Department of Home Economics. Foods and Nutrition.** St. Francis Xavier University, Department of Home Economics. Applications are invited for a one year replacement appointment of assistant or associate professor. The position will involve teaching and research at the undergraduate level and in Foods and Nutrition. Master's degree. Salary commensurate with qualifications. Apply to Sister Heien Aboud, Chairman, Department of Home Economics, St. Francis Xavier University, Antigonish, Nova Scotia B3G 1C0. Appointment effective July 1, 1978.

FRENCH

UNIVERSITY OF CALGARY. **French Canadian Literature.** Professeur de littérature et civilisation Québécoises. Poste d'Instructeur (selon les disponibilités budgétaires) en études littéraires québécoises et en français comme langue seconde. Le candidat sera, de préférence, titulaire d'un doctorat avec de l'expérience dans l'enseignement du français par des méthodes audio-visuelles. Salaire: $13,100. pour l'année qui commence le 1 juillet, 1978. S'adresser, avec curriculum vitae et les noms de trois répondants, au: Head, Department of Romance Studies, University of Calgary, Calgary, Alberta T2N 1N4.

THE UNIVERSITY OF MANITOBA. **Department of French and Spanish.** The Department of French and Spanish of the University of Manitoba expects to have two or three leave replacements in French for the 1978-79 academic year. Required are people able to teach a variety of language courses, medieval and twentieth century literature. Candidates with a doctorate and teaching experience preferred. Salary to be determined according to budgetary possibilities and qualifications of the applicant. Applications should be sent, by May 1, 1978, to J.E. Clark, Acting Head, Department of French and Spanish, University of Manitoba, Winnipeg, Manitoba. R3T 2N2.

GEOGRAPHY

THE UNIVERSITY OF MANITOBA. **Department of Geography.** Position of Assistant Professor, appointment effective July 1, 1978. Ph.D. required. Teaching experience preferred. Salary will be dependent on qualifications and experience. Applicants should have research training and teaching interests in one of the following three combinations of specialties: biogeography and environmental systems analysis; spatial analysis in human geography, with subsidiary interests in cartography and computer graphics; spatial analysis and historical geography. Some instruction of introductory physical or human geography will be required. There will be opportunities for the development and instruction of graduate and undergraduate courses in the appointee's fields of specialization, and for supervision of research in M.A. and Ph.D. programs. Applications, with curriculum vitae and the names of three referees, should be sent to Dr. W. J. Brown, Head, Department of Geography, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF MANITOBA. **Department of Geography.** Visiting Lecturer or Assistant Professor for academic session, commencing September 1978. Ph.D. and teaching experience preferred. Rank and salary commensurate with qualifications and experience. Instruction of three undergraduate courses from among the following: Europe, political geography, historical geography of Canada, and introductory geography. Applications, with curriculum vitae and the names of three referees, should be sent to Dr. W. J. Brown, Head, Department of Geography, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF SASKATCHEWAN. **Department of Geography.** Assistant Professor. One year sabbatical leave replacement, July 1, 1978. New scale under negotiation. Ph.D. (geography) preferred but applicants with Master's degree and teaching experience in the following areas will also be considered. Teach junior and senior level courses in cartography, air photo interpretation and remote sensing, and possibly one first year introductory course in physical geography. Submit curriculum vitae and at least two letters of recommendation to Prof. William Barr, Secretary, Search Committee, Department of Geography, University of Saskatchewan, Saskatoon, Sask. S7N 0W0. Applications accepted until position is filled.

UNIVERSITÉ DE SHERBROOKE. **Département de géographie,** recherche un substitut pour remplacer un professeur régulier en congé de perfectionnement. Le département compte 15 professeurs, des techniciens et du personnel de soutien. Il assure un enseignement au niveau du B.Sc. et M.Sc. à environ 190 candidats. Le département dispose de plusieurs laboratoires, d'une station experimentale extérieure de géographie physique et a accès à un mini-ordinateur avec table traçante: le candidat se verra donner des facilités à la recherche et pourra être intégré aux projets d'équipes déjà en cours. Enseignement: La charge normale est de quatre (4) cours annee. Le candidat assumera un cours de géographie des transports (B.Sc.), un séminaire en transport (M.Sc.). Il se verra confier un cours de méthodes quantitatives ou statistiques et un autre cours élémentaire en géographie. Durée: Années scolaires 1978-79 et 1979-80. Salaire: Pouvoir enseigner en français. Date d'échéance: Le 1er mai 1978. Les candidats sont priés d'envoyer leur curriculum vitae avec deux (2) lettres d'appréciation à: Jean-Marie Dubois, Directeur, Département de géographie, Université de Sherbrooke, Sherbrooke, Québec J1K 2R1. Tél.: (819) 565-4521 - 565-4571.

UNIVERSITY OF TORONTO, SCARBOROUGH COLLEGE. **Department of Geography.** Applications are invited for a visiting position in geography for one academic year. Rank is open and the possibility exists for teaching less than a full course load for a senior appointee. Applicants may have systematic interests in any branch of geography but will be responsible for a course on regional geography designed to broaden the exposure of students from Southern Ontario. Applications should be sent before April 15th, 1978 to: Dr. R. B. Bryan, Geography, Scarborough College, University of Toronto, West Hill, Ontario Canada M1C 1A4.

GEOLOGY

QUEEN'S UNIVERSITY. **Department of Geological Sciences.** Applications are invited for assistant or associate professor in geological engineering starting September, 1978. Qualifications: Ph.D., geotechnical experience, teaching experience preferred. Teaching duties include term courses in a) Geology for Civil Engineers, b) Geotechnics and c) Engineering Site Investigation. Appointee is also expected to supervise graduate and undergraduate student theses. Please send-curriculum vitae by April 15th to Professor P.L. Roeder, Department of Geological Sciences, Queen's University, Kingston, Ontario K7L 3N6, Canada.

UNIVERSITY OF SASKATCHEWAN. **The Department of Geological Sciences,** has a one-year vacancy from July 1, 1978, for a Lecturer or Assistant Professor in ingenous and metamorphic petrology and metallic mineral deposits. Qualified graduates should apply in writing and send a curriculum vitae to the Head, Department of Geological Sciences, University of Saskatchewan, Saskatoon, S7N 0W0. Closing date for applications — when position is filled.

UNIVERSITY OF TORONTO. **Department of Geology.** 1. Teaching post-doctoral position; initially a one year appointment with renewal for suitable candidate. 2. Ph.D. in petrology — preferably with experience in experimental or metamorphic petrology. 3. responsible for lectures and laboratory in ingenous and metamorphic section of one undergraduate course, participation in graduate seminars research in metamorphic petrology. 4. $13,800. 5. Dr. J.J. Fawcett, Department of Geology, University of Toronto, Toronto M5S 1A1. 6. Flexible but no later than August 1, 1978.

THE UNIVERSITY OF WESTERN ONTARIO. **Department of Geology.** Post-Doctoral Fellowship for September 1978 in experimental petrology. Knowledge of piston-cylinder equipment essential and operation of electron microsphobe desirable. Deadline for applications May 15, 1978. Apply A.D. Edgar, Department of Geology, University of Western Ontario, London, Canada. N6A 5B7.

GERMAN

THE UNIVERSITY OF MANITOBA. **Department of German.** Assistant Professor of German (leave replacement) required effective July 1, 1978, subject to budgetary approval. Term: One year, with possibility of renewal for a second year. Qualifications: Ph.D. in German language and literature; proven ability and enthusiasm for language at introductory and intermediate level, and literature at Honours and M.A. level, plus normal research and departmental service. Salary dependent on qualifications; 1977-78 floor $16,000; 1978-79 floor under negotiation. Apply to: Prof. M.E. Gerwin, Acting Head, Department of German, University of Manitoba, 500 Dysart Road, Winnipeg, Manitoba, R3R 2M8. Closing date: when position filled.

HISTORY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Department of History.** One year sabbatical replacement position of assistant professor or lecturer level to teach undergraduate courses in the areas of Canadian Economic history, history of the United States and possibly Canadian history survey. Ph.D. or near and teaching experience desirable. Salary subject to qualifications and experience. Send curriculum vitae, transcripts and names of three referees to: J.A. Tague, Head, Department of History, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. Position begins 1 September 1978.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Department of History.** One year term appointment assistant professor or lecturer level to teach undergraduate Canadian History. Should have specialization in history of Maritime or Atlantic provinces and / or North Atlantic

history. Ph.D. or near and teaching experience desirable. Send curriculum vitae, transcripts, and names of three referees to: J.A. Tague, Head, History Department, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. Position begins 1st September 1978.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **History (Maritime History Group)** Assistant Professor (Research) with the Maritime History Group. An opportunity to join a team investigating the shipping of Eastern Canada, circa 1830-1913. (The successful candidate will study one or more shipping ports, in association with researchers studying other ports, and bring this to completion in the form of publications). Appointment is for one year in the first instance, renewable for two additional years. This is a full time research position carrying no teaching responsibilities, with salary and rank at the Assistant Professor level. The applicant should have a Ph.D. completed or very nearly completed, preferably in History. Experience in quantitative methods is desirable but not essential. Duties will commence on September 1st, 1978. Applications together with curriculum vitae and the names of three referees should be submitted to: Dr. Keith Matthews Chairman, Maritime Group, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7.

ST. THOMAS MORE COLLEGE. **Department of History.** Assistant Professor, initially a term appointment, with probable renewal. Candidates should have a Ph.D., teaching experience, and specialization in modern European history and Western Canadian history. There is opportunity for research. Current salary range of $16,498 to $21,448 is under negotiation. Full range of fringe benefits including moving allowance. Send curriculum vitae, official transcripts, and names of three referees to Dr. D.L. Farmer, Head, Department of History, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. St. Thomas More College is a Catholic college federated with the University of Saskatchewan.

UNIVERSITY OF SASKATCHEWAN. **The Department of History,** invites applications for a one-year appointment in Renaissance and Reformation history for the 1978-79 academic year. Responsibilities include the teaching of a class on the historic foundations of modern civilization at the introductory level and of Renaissance and Reformation history at more advanced levels. Salary and rank will be commensurate with qualifications and experience. Applications, together with a curriculum vitae and the names of three referees, should be addressed to Professor T.D. Regehr, Head, Department of History, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Applications accepted until position is filled.

UNIVERSITY OF SASKATCHEWAN. **The Department of History,** invites applications for a one-year appointment in American history for the 1978-79 academic year. Responsibilities include the teaching of a class in Europe and the Americas at the introductory level and American history classes at more advanced levels. Salary and rank will be commensurate with qualifications and experience. Applications, together with a curriculum vitae and the names of three referees, should be addressed to Professor T.D. Regehr, Head, Department of History, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Applications accepted until position is filled.

UNIVERSITY OF SASKATCHEWAN. **The Department of History,** invites applications for a one-year appointment in Latin American history for the 1978-79 academic year. Responsibilities include the teaching of a class on Europe and the Americas at the introductory level and Latin American history classes at more advanced levels. Salary and rank will be commensurate with qualifications and experience. Applications, together with a curriculum vitae and the names of three referees, should be addressed to Professor T.D. Regehr, Head, Department of History, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. Applications accepted until position is filled.

UNIVERSITY OF SASKATCHEWAN. **The Department of History,** invites applications for a 1978 Summer Session appointment, to teach a Canadian history class (survey) at the second year level. Applications, together with a curriculum vitae and the names of three referees should be addressed to Professor T.D. Regehr, Head, Department of History, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Applications accepted until position is filled.

UNIVERSITY OF SASKATCHEWAN. **The Department of History,** invites applications for a one-year appointment in Post-Confederation Canadian History for the 1978-79 academic year. Responsibilities include the teaching of Canadian history at the second year level and of conducting a readings class or a seminar at more advanced levels. Salary and rank will be commensurate with qualifications and experience. Applications, together with a curriculum vitae and the names of three referees, should be addressed to Professor T.D. Regehr, Head, Department of History, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Applications accepted until position is filled.

UNIVERSITY OF SASKATCHEWAN. **The Department of History,** invites applications for a one-year appointment in ancient history for the 1978-79 academic year. Responsibilities include the teaching of ancient history at the introductory level and of Greek or Roman History at more advanced levels. Salary and rank will be commensurate with qualifications and experience. Applications, together with a curriculum vitae and the names of three referees, should be addressed to Professor T.D. Regehr, Head, Department of History, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Applications accepted until position is filled.

HORTICULTURE

UNIVERSITY OF GUELPH. **Department of Horticultural Science.** Announcement of Position in Quality Studies. Position: Assistant Professor of Horticulture (contracturally limited) Date Available: September 1, 1978 (subject to budgetary restraints) Description: This position involves teaching and research in physiological effects of packaging of fruits, vegetables and ornamentals with special reference to quality. The successful candidate will be expected to work closely with the Ontario horticultural industry and to develop cooperative research programs with faculty within the department as well as with those in the Department of Food Science. He/She will also be encouraged to develop additional research in the areas of his/her special interests and training. The teaching component involves participation in the development of courses in quality of horticultural crops at the Diploma, Undergraduate and Graduate level. Salary: The salary will be at the Assistant Professor level. Benefits include a University and Federal retirement plan, life and health insurance. Applicants: The candidate must have a Ph.D. in horticulture or a related field. Applicants should forward personal data, transcripts of college records, names and addressed of three professional referees and a list of publications to: Dr. I.L. Nonnecke, Chairman Dept. of Horticultural Science, Univ. of Guelph, Guelph, Ontario N1G 2W1. Deadline: June 1/78.

UNIVERSITY OF GUELPH. **Department of Horticultural Science.** Announcement of Position in Pomology. Position: Assistant or Associate Professor of Pomology. Date Available: August 1, 1978. (Subject to budgetary restraints). Description: This position involves teaching and research in tree fruit physiology, with emphasis on the effects of growth regulators and environment. The successful candidate will be expected to work closely with the Ontario fruit industry and to develop cooperative research programs with faculty in Postharvest Physiology and Environmental Physiology. He/She also will be encouraged to develop additional research in areas of his/hers special interests and training. The teaching component involves participation in and development of course in pomology at the Diploma, Undergraduate and Graduate level. Salary: The salary is competitive and the level of appointment will depend on qualifications of the applicant. Benefits include a University and Federal retirement plan, life insurance, health insurance and major medical coverage, a dental insurance plan, and sabbatical privileges. Applicants: Those interested in applying for this position should forward personal data, transcripts of college records, names of three professional referees and a list of publications, to: Dr. I.L. Nonnecke, Chairman, Department of Horticultural Sciences, University of Guelph, Guelph, Ontario N1G 2W1. Deadline for Applications: May 1, 1978.

HUMANITIES AND SOCIAL SCIENCES

UNIVERSITY OF KING'S COLLEGE. **Humanitied and Social Sciences.** Applications are invited for three Junior Fellowships. The Fellowships are annual appointments for tutorial teaching in the Foundation Year Programme, an Interdisciplinary Introduction to the Humanities and Social Sciences. In 1978-79 the Fellowships carry a stipend of $7000. together with the possibility of a residence donship. Applicants should send curriculum vitae and the names and addressed of three referees to Professor W.J. Hankey, Director, Foundation Year Programme, University of King's College, Halifax, N.S., B3H 2A1. Appointments will be announced by May 15.

INFORMATIQUE ET RECHERCHE OPÉRATIONNELLE

UNIVERSITÉ DE MONTRÉAL. **Département d'informatique et de recherche opérationelle (I.R.O.)** 1. Professeur de carrière et professeur invité. 2. Ph.D. ou l'équivalent en systèmes opératoires, langages de programmation, bases de données, informatique appliquée à la gestion, ou domaine connexe. 3. Enseignement aux trois cycles: B.Sc., M.Sc., Ph.D. 4. Selon les qualifications et l'échelle de traitement de l'UNiversité (échelles 76-77 et 77-78 en négociation). 5. Robert Cléroux, directeur, Département I.R.O., Université de Montréal, C.P. 6128, Succursale "A", Montréal H3C 3J7. Tél.: 514-343-7090. 6. Durant 77-78 de préference. Lorsque le(s) poste(s) sera(ont) comblé(s).

ITALIAN

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. **Department of Italian.** 1. Assistant Professor (tenure stream appointment). 2. Ph.D. required; teaching experience preferred, with strong interest in language teaching and/or literature, especially in the context of a modern literature programme. 3. Italian language and literature courses. 4. Salary to be negotiated. 5. Professor P.W. Gooch, Chairman, Division of Humanities, Scarborough College, University of Toronto, West Hill, Ontario. M1C 1A4. 6. 1 July, 1978. 7. April 24, 1978.

JOURNALISM

CARLETON UNIVERSITY. **School of Journalism.** Visiting Assistant or Associate Professor, one year replacement. Qualifications: Experienced Broadcast Journalist. Duties: To teach undergraduate courses in reporting and to direct the School of Journalism's radio news service. Salary: Negotiable. Apply to: G.S. Adam, Director, School of Journalism, Carleton University, Ottawa, Ontario, K1S 5B6. Effective date of appointment: July 1, 1978. Closing date for receipt of applications: May 1, 1978.

KINESIOLOGY

SIMON FRASER UNIVERSITY. **Department of Kinesiology.** A biomedical engineer is required for a faculty position in the Kinesiology Department at Simon Fraser University. The appointee will require to work in an interdisciplinary environment with biochemists, biologists, physiologists, physicians, psychologists and biomechanics faculty on research problems related to human movement and human performance. The appointee should be able to teach courses at the undergraduate and graduate level on systems theory and biomedical instrumentation and to participate in team-taught physiology and human factors courses taking particular responsibility for neurophysiology. The appointment, which is subject to the availability of funds and to approval by the Canadian Immigration Authorities, will probably be made at the assistant professor level with salary dependent on qualifications. Applications with the names of three referees should be sent to Dr. E.W. Banister, Chairman, Department of Kinesiology, Simon Fraser University, Burnaby 2, British Columbia, V5A 1S6.

SIMON FRASER UNIVERSITY. **Department of Kinesiology.** Position related to teaching prospective teachers of Physical Education. The Department of Kinesiology in cooperation with the faculty of Education intends to offer new theory and laboratory courses in biomechanics, motor learning and exercise physiology for those who intend a career in teaching Physical Education. Two positions at the Assistant Professor level, one as a joint appointment with the Faculty of Education will be filed, subject to the availability of funds in September, 1978. Candidates should possess a Ph.D. degree. They should have a developed research interest in biomechanics, motor learning or exercies physiology and a genuine desire to transmit a better fundamental understanding of human performance to potential teachers of Physical Education. Some experience of curriculum design is desirable. Appointment at the Assistant Professor level will be at a salary commensurate with experience. Practical experience in teaching team sports or recreational activities will be advantageous. Application should be made to Dr. E.W. Banister, Chairman, Department of Kinesiology, Simon Fraser University, Burnaby 2, British Columbia, V5A 1S6.

LANGUAGES

UNIVERSITY OF GUELPH. **Department of Languages.** Lecturer or Assistant Professor, probationary position (subject to final budgetary approval). To teach the French language, as well as Quebec civilization and literature, at the undergraduate level. Salary commensurate with qualifications and experience (Ph.D., native speaker). Send applications to Dr. Margret Andersen, Chairman, Department of Languages, University of Guelph, Guelph, Ontario. N1G 2W1.

LIBRARY

THE UNIVERSITY OF ALBERTA. **Faculty of Library Science,** is seeking applications for the position of Assistant Professor in the area of Children's library services. Date of opening: July 1, 1978. Qualifications: master's degree in Library Science and library experience essential. Doctoral studies and teaching experience preferable. Responsibilities: Chief responsibilities would lie in the area of children's services (children's materials, storytelling, library services to children, etc.) Applicants with supplementary qualifications in other areas will be welcomed. Rank and salary: Appointment at the Assistant Professor level. Salary is $17,625 to $22,888 (12-month basis) depending on qualifications and experience. Application deadline: Until filled. Procedure: Interested candidates should send letters of application, resumes, and appropriate credentials to: Dr. Charles H. Davis, Dean, Faculty of Library Science, University of Alberta, Edmonton, Alberta T6G 2J4.

UNIVERSITY OF SASKATCHEWAN. **Library.** Reference Librarian, Health Sciences Library (Librarian I or II). The University of Saskatchewan Library invites applications for the position of Health Sciences Reference Librarian. The individual holding this positionwill be responsible to the Health Sciences Librarian. Duties will include general reference, user education, computer-assisted bibliographic searching, and selection in specified subject areas. The successful candidate will have a degree from an accredited library school. Public service experience, including on-line bibliographic searching, is desirable. Candidates with a degree in the life sciences will be given preference. Salary and rank will be commensurate with qualifications and experience. Salary scales are presently under review. Position Available: May 1, 1978. Applicants are requested to send curriculum vitae and to arrange for a minimum of three letters of reference (sent directly by the referee). Applications accepted until position is filled. J. D. Teskey, Assistant to the University Librarian (Administration), Library, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. **Library.** Law Cataloguer (Librarian I or II). The University of Saskatchewan Library invites applications for the position of Law Cataloguer. The individual holding this position will be responsible to the Head of Cataloguing, in a centralized technical services operation. Primary responsibility will be for cataloguing and classifying law, law-related, and political science materials. The successful candidate will have a degree from an accredited library school as well as a thorough knowledge of French. Preference will be given to candidates with a background in Law. Salary and rank will be commensurate with qualifications and experience. Salary scales are presently under review. Position Available: July 1, 1978. Applicants are requested to send curriculum vitae and to arrange for a minimum of three letters of reference (sent directly by the referee). Applications accepted until position is filled. J. D. Teskey, Assistant to the University Librarian (Administration), Library, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. **Library.** The University of Saskatchewan Library invites applications for the position of Cataloguer. The individual holding the position will be responsible to the Head of Cataloguing. Primary responsibility will be for original cataloguing and classification of monographs according to L.C. The successful candidate will have a degree from an accredited library school, as well as proficiency in languages including Slavic and / or German. A background in the physical sciences is desirable. Rank - Librarian I or II depending on qualifications. Salary Range - Salary scale under review but will be dependant upon qualifications and experience. Position Available - May 1, 1978. Applicant s are requested to send curriculum vitae and to arrange for a minimum of three letters of reference (sent directly by the referee) to be received no later than April 15, 1978.. Apply to: J. D. Teskey, Assistant to the University Librarian (Administration), The Library, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

MANAGEMENT

UNIVERSITY OF CALGARY. **Management Information Systems.** Faculty of Business. Applications are invited for academic positions in Management Information Systems. A doctorate degree or dissertation near completion required. Duties involve undergraduate and graduate teaching and research. Rank and salary based on experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Malcolm C. Munro, Chairman, Management Science and Information Systems Area, Faculty of Business, The University of Calgary, Calgary, Alberta T2N 1N4.

UNIVERSITY OF LETHBRIDGE. **Department of Management Arts.** Applications are invited for two continuing positions in the Department at the Assistant or Associate Professor level effective July 1, 1978. Candidates, with a Ph.D. or equivalent, will be considered from the following areas: 1. Accounting 2. Industrial Relations 3. Agricultural Management 4. Management Science 5. Urban and Regional Management. Duties include undergraduate teaching and research. Contact: L. G. Hoye, Acting Chairman, Department of Management Arts, University of Lethbridge, Lethbridge, Alberta T1K 3M4.

MCMASTER UNIVERSITY. **Management Science.** Faculty of Business. Applications are invited for ‘a faculty position in Management Science. Candidates should have the doctorate completed and, preferably, should also have some teaching and research experience. Duties include graduate and undergraduate teaching and research. Salary and rank are based on qualifications and experience. Applicants should provide a curriculum vitae, academic transcripts, a brief description of teaching and research interests and names of references to Dr. G. W. Torrance, Chairman, Production and Management Science Area, Faculty of Business, McMaster University, Hamilton, Ontario. L8S 4M4.

MCMASTER UNIVERSITY. **Management Information Systems.** Faculty of Business. Applications are invited for a faculty position in Management Information Systems. Candidates should have the doctorate completed or near completion. Duties include graduate and undergraduate teaching and research in management information systems. Salary and rank are based on qualifications and experience. Applicants should provide a curriculum vitae, academic transcripts, a brief description of teaching and research interests and names of references to Dr. G. W. Torrance, Chairman, Production and Management Science Area, Faculty of Business, McMaster University, Hamilton, Ontario. L8S 4M4.

UNIVERSITY OF OTTAWA. **Department of Management Science.** 1. Visiting Professor. 2. Teaching in French and research. 3. Graduate (MBA) and Undergraduate courses in Statistics, Production and Management Science. 4. Salary commensurate with qualifications and experience. 5. Term of appointment: 1978-79. 6. Closing date: when position filled. 7. Enquiries: Chairman, Department of Management Science, University of Ottawa, Ontario.

MARKETING

UNIVERSITY OF CALGARY. **Marketing.** Faculty of Business. Applications are invited for academic positions in Marketing. A doctorate degree, teaching experience, and strong research potential are required. Rank and salary are open and competitive. Direct all inquiries to Dr. Everett E. Johnston, Chairman, Marketing Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

McMASTER UNIVERSITY. **Marketing.** Faculty of Business. 1. Assistant or Associate Professor level. 2. Doctorate or dissertation in progress. 3. Research and teaching at the graduate and undergraduate levels with interest in distribution, including management of physical distribution and channel management. 4. Open. 5. Dr. Peter Banting, Chairman, Marketing Area, Faculty of Business, McMaster University, Hamilton, Ontario L8S 4M4. 6. July 1, 1978. 7. When filled.

McMASTER UNIVERSITY. **Marketing.** Faculty of Business. 1. Assistant or Associate Professor level. 2. Doctorate or dissertation in progress. 3. Research and teaching at the graduate and undergraduate levels with interest in marketing research, including research design and analytical techniques. 4. Open. 5. Dr. Peter Banting, Chairman, Marketing Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8A 4M4. 6. July 1, 1978. 7. When filled.

MATHEMATICS

UNIVERSITY OF CALGARY. **Department of Mathematics & Statistics.** The Division of Statistics in the Department of Mathematics and Statistics has a vacancy for an Assistant or Associate Professor for a 1 or 2 year term to replace a member of staff on leave. Candidates should have a doctorate in either Probability or Statistics. Duties will include teaching, research, and participation in the Statistical Consulting Laboratory. Current salaries, which are presently under review are: Assistant Professor - $17,800 to $23,281, Associate Professor - $21,908 to $30,151. Please send your vitae to E.G. Enns, Chairman of Statistics, Department of Mathematics and Statistics, University of Calgary, Calgary, T2N 1N4, Alberta.

UNIVERSITY OF CALGARY. **Mathematics Education.** Applications are invited for a position in mathematics education in the Department of Educational Curriculum and Instruction in the Faculty of Education at The University of Calgary. The appointment is effective September 1st, 1978 and is contingent on budgetary approval. Responsibilities include teaching undergraduate courses in mathematics education for elementary teachers, supervision of student teachers, and supervision of graduate students. 1976/77 salary ranges for assistant professors are $17,800.00 to $23,281.00. Applicants with a doctorate and elementary school teaching experience will be given preference. Applications should be directed to Dr. Ralph M. Miller, Head, Department of Educational Curriculum and Instruction, The University of Calgary, Calgary, Alberta, T2N 1N4.

COLLEGE OF CAPE BRETON. **Department of Mathematics and Natural Sciences.** Applications are invited for a probationary position as Assistant Professor. Candidates should have a Ph.D. in computing science, or in any branch of mathematics together with extensive background in computing. Duties include 9 - 12 hours of teaching per week, including two semesters of FORTRAN programming and one of BASIC, including tutorials, plus research. Salary will be dependent on qualifications, with floor $13,500. Send resume, lists of publications, graduate courses taken and courses taught, results of teaching assessment (if available) and names of three referees to Dr. D. L. Grant, Chairman, Department of Mathematics and Natural Sciences, College of Cape Breton, Box 760, Sydney, Nova Scotia B1P 6J1, by April 30, 1978.

UNIVERSITY OF GUELPH. **Department of Mathematics and Statistics.** Statistician, Biostatistician. Applications are invited from those interested in faculty positions in Statistics. Required are a Ph.D. in an appropriate-field and documentation of skilful research and teaching ability. Experience in statistical consulting will be an asset. It is expected that several junior positions will be available; some may be tenurable. All positions are subject to final budgetary approval. Duties start September 1978. A resumé and the names of three referees should be sent to J.A.R. Holbrook, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1.

UNIVERSITY OF GUELPH. **Department of Mathematics and Statistics.** Mathematician. Applications are invited from those interested in faculty positions in Mathematics. Required are a Ph.D. in an appropriate field and documentation of skilful research and teaching ability. A tenurable position is a possibility all positions are subject to final budgetary approval. Duties start September 1978. A resumé and the names of three referees should be sent to J.A.R. Holbrook, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF PRINCE EDWARD ISLAND. **Department of Mathematics and Computer Science.** Applications are invited for two (2) term appointments at the Lecturer or Assistant Professor level, effective July 1, 1978. Ph.D. or equivalent required. For one of the appointments, a background in Statistics and Computer Science is preferred. Duties will include teaching undergraduate courses in Mathematics and/or Computer Science. Salary commensurate with qualification and experience. Applications should be sent to Professor G.W. Pineau, Chairman, Department of Mathematics and Computer Science, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P8. Include curriculum vitae and arrange for three letters of recommendation to be sent direclty from referees.

UNIVERSITY OF TORONTO, SCARBOROUGH COLLEGE. **Mathematics.** One-year visiting or limited term professorship for 1978/79. Duties, teaching and research in mathematics. Salary and rank according to qualifications and experience. Send curriculum vitae, and have 3 letters of reference sent to: Prof. John E. Dove, Chairman, Physical Sciences Division, Scarborough College, University of Toronto, West Hill, Ontario M1C 1A4 CANADA.

UNIVERSITY OF TORONTO. **Department of Mathematics.** Tenure-stream appointments at the rank of Assistant Professor, in Mathematics, Applied Mathematics or History of Mathematics. Appointments to commence July 1, 1978 subject to budgetary approval. Ph.D. and evidence of excellence in teaching and research required. Application should be made as soon as possible to: The Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1.

UNIVERSIT OF TORONTO. **Department of Mathematics.** Professor. Demonstrated record of scholarly achievement. Teaching graduate and undergraduate courses. Direction of Ph.D. theses and otherwise maintaining a high standard of research in the Department. Salary negotiable, subject to budgetary approval. Effective date of appointment July 1, 1978. Application should be made as soon as possible to: The Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1.

UNIVERSITY OF TORONTO. **Department of Mathematics.** Possible tenure-stream and/or contractually limited positions at the rank of Assistant Professor in Statistics, on the St. George and/or Erindale College campuses. Appointments to commence July 1, 1978. Ph.D. and evidence of excellence in teaching and research required. Application should be made as soon as possible to: The Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1.

MEDICINE

UNIVERSITÉ DE MONTRÉAL. **Faculté de médecine.** En conformité avec les statuts de l'Université de Montréal, les postes de directeur des départements d'anesthésie-réanimation, administration de la santé et de pathologie seront ouverts le 1er juin 1978. Salaire en fonction du rang académique. Prime de direction. Bénéfices sociaux. Faire parvenir la demande accompagnée d'un curriculum vitae au docteur Florent Thibert, secrétaire de la Faculté de médecine de l'Université de Montréal, CX.P. 6207 - Succursale A, Montréal H3C 3T7, avant le 1er mai 1978.

DALHOUSIE UNIVERSITY. **Continuing Medical Education.** Research Associate is required for the Division of Continuing Medical Education with broad community and university-based programme at Dalhousie University, Halifax, Nova Scotia. Responsibilities will include promotion of the development of a research programme, through assistance to other professionals in the Division who wish to conduct investigation, and through initiation of projects of his/her own related to issues facing C.M.E. today. The Associate will also be expected to assist with a federally funded research project currently in progres assessing the impact of participation in patient-care appraisal (medical audit designed for education) on physician behaviour. This will include design of educational packages tailored to specific practice deficiencies that are demonstrated by the audits. Qualifications an advanced degree in the educational field, preferably Ph.D., with training in educational design, research design and methodology. Experience in research and medical needed with involvement in the area of continuing medical education particularly valuable. Salary - negotiable. Interested candidates may inquire in writing to: Dr. W. Wayne Putnam, M.D. Assistant Dean and Director, Continuing Medical Education, Dalhousie University, Sir Charles Tupper Medical Building, Halifax, Nova Scotia B3H 4H7.

MICROBIOLOGY

UNIVERSITY OF SASKATCHEWAN. **Microbiology Section.** 1. Lecturer or Visiting Assistant Professor. 2. Ph.D. preferred. Teaching experience in microbiology. 3. Teaching of existing undergraduate class in introductory microbiology, supervision of graduate students and research. 4. Salary commensurate with qualifications. 5. Send application and names of 3 references to Dr. E.S. Humbert, Head, Department of Dairy and Food Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. 6. July 1, 1978 for 12 months. 7. When position is filled.

UNIVERSITY OF WESTERN ONTARIO. **University Hospital. Department of Microbiology and Immunology.** University Hospital, London, Ontario invites applications for a vacancy that will occur in July, 1978 for a Medical Microbiologist. A medical qualification registrable in Ontario and a specialty qualification in Medical Microbiology are essential. The applicant will be a member of the Department of Microbiology and Immunology of the University of Western Ontario and the academic rank of the appointee will be dependent on experience. Further information and details of the appointment can be obtained on application to: Dr. J.L. Whitby, Chief of Microbiology, University Hospital, P.O. Box 5339, Postal Station A, London, Ontario N6A 5A5. Candidates are asked to enclose a curriculum vitae with their application.

MUSIC

UNIVERSITY OF LETHBRIDGE. **Department of Music. The Lethbridge Symphony Association.** The Lethbridge Symphony Orchestra, invites application for the position of Conductor/Music Director. The successful applicant will be one who can be dedicated to the further gradual development of a semi-professional orchestra, and of chamber ensembles in Lethbridge. Duties include: membership recruitment, music selection, scheduling, rehearshing, conducting, orchestra development and planning. Qualifications: demonstrated success as a conductor. Masters degree or equivalent experience. Preference will be given to the candidate with performance and teaching expertise in double reeds. Salary: Negotiable. Opportunities for additional income include: Performance possibilities in the University Music Department of Lethbridge. Also teaching possibilitics in the University Music Department of Conservatory Programme. Part-time or substitute school teaching possibilities depending upon certification. Applications should include complete resumé, transcripts as appropriate, and list of referees. Deadline for application is April 30, 1978 or until a suitable candidate is found. Mail to: Dorothy Beckel, Chairman; Conductor Selection Committee; The Lethbridge Symphony Association, Box 1101, Lethbridge, Alberta T1J 3A2. Telephone 328-5705 (Res.)

UNIVERSITY OF LETHBRIDGE. **Department of Music.** Applications are invited for a Visiting Assistant Professor (to replace person on leave.) Effective date of appointment: July 1, 1978 to June 30, 1979. Areas of Specialization: Music history and literature, theory. Performing ability in chamber music and/or early music an asset, particularly strings (viola). Academic Qualifications: Minimum of Master's Degree or professional status equivalent and teaching experience. Salary: Commensurate with qualifications. Application Deadline: When position is filled. Applications should include aresume of training and experience, an up-to-date curriculum vitae, and the names of three

qualified referees. Address applications to: The Chairman, Department of Music, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4.

UNIVERSITY OF VICTORIA. **Department of Music.** Position in Clarinet. Position Lecturer or Assistant Professor. Principal instructor of instrument. Qualifications: M. Mus. preferred. Previous university teaching, experience in chamber music and orchestra essential. Duties: Private instruction, both performance majors and other. Chamber ensemble coaching. In addition to duties specified by the University contract, the candidate is expected to perform with the resident wind quintet. Salary: 1977-78 floor: Lecturer - $15,500. Assistant Professor - $17,400. Appointment date: July 1, 1978. Closing date: When position is filled. Tape, curriculum vitae and/or full placement dossier invited with first letter. Apply to: Professor Rudolf Komorous, Chairman, Department of Music, University of Victoria, Victoria, B.C. Canada V8W 2Y2.

NURSING

THE UNIVERSITY OF ALBERTA. **Faculty of Nursing.** The University of Alberta Faculty of Nursing invites applications for a term or regular appointment to fill anticipated vacancies. Master's degree with recent clinical experience in Med/Surg., Mental Health, Pediatrics, or Community Health required. Responsibilities include teaching in the undergraduate program (4 year basic and post-RN), implementing a revised curriculum and opportunities for research and community service. Deadline for application - 15th May 1978. Starting date - July 1978. The University of Alberta offers equal opportunity for employment to qualified male and female applicants. Please make further inquiries, or submit application and curriculum vitae to: Amy E. Zelmer, Ph.D., Dean, Faculty of Nursing, The University of Alberta, Edmonton, Alberta. T6G 2G3.

THE UNIVERSITY OF ALBERTA. **Faculty of Nursing.** The University of Alberta Faculty of Nursing invites applications at the Associate Professor level to fill a recently established Clinical Nurse Researcher position. Doctoral preparation with recent clinical and research experience (preferably with emphasis on acute care nursing) is required. Responsibilities will include research program development with selected teaching and thesis advisement in the graduate program. The University of Alberta offers equal opportunity for employment to qualified male and female applicants. Position will remain open until filled. Apply to: Dean, Faculty of Nursing, University of Alberta, Edmonton, Alberta. T6G 2G3.

UNIVERSITY OF BRITISH COLUMBIA. **School of Nursing.** Applications are invited for teaching positions in undergraduate and graduate programs. Master's or higher degree and experience in clinical field required. Positions open in July 1978. Candidates must be eligible for registration in B.C. Send resume to: Dr. Marilyn Willman, Director, School of Nursing, University of British Columbia, 2075 Wesbrook Place, Vancouver, B.C. V6T 1W5.

UNIVERSITY OF NEW BRUNSWICK. **Faculty of Nursing.** Positions available July 1, 1978, (subject to budgetary approval), for three teachers in U.N.B. baccalaureate program in Nursing. One teacher is needed with preparation and experience in Community Nursing, another with preparation and experience in Maternal-Newborn Nursing. Applications are invited for a senior faculty position as co-ordinator of Nursing Care of Children. Applicants should be able to qualify for rank of assistant or associate professor. Teaching experience and experience in Nursing of Children in acute care setting are essential, and experience in clinical research is desirable. Salaries will be commensurate with education and experience. Modern new curriculum approximately 220 students, well equipped self-instructional laboratory in Nursing, new community hospital, beautiful small city. Write: Dean, Faculty of Nursing, The University of New Brunswick, Fredericton, NB E3B 5A3.

UNIVERSITY OF VICTORIA. **School of Nursing.** New Positions (2) in 2-year post-basic baccalaureate program in Victoria, B.C., Canada. Generalist in focus, clinical emphasis on gerontology in community and supportive extended care units. Community Health nursing and Independent study provide opportunity to work closely with highly-qualified and motivated R.N. students. Teaching creativity and research are strongly endorsed. Master's degree, teaching and recent clinical experience in gerontology / med.-surg. / psychology, / rehabilitation preferred. Salaries and fringe benefits competitive; an equal opportunity employer for qualified persons. Appointments effective July 1, 1978. Contact: Dr. Isabel MacRae, Director, School of Nursing, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2. Telephone (Area code 604) 477-6911 - Local 4814.

OBSTETRICS AND GYNAECOLOGY

UNIVERSITY OF TORONTO. **Department of Obstetrics and Gynaecology. Faculty of Medicine.** Academic teaching position in a University of Toronto Teaching hospital, Department of Obstetrics and Gynaecology. Preference will be given to applicants with expertise in Reproductive Endocrinology, or Oncology, or Ultrasound. Academic rank and salary commensurate with experience with supplement expected from limited private practice. Reply to J.L. Harkins, Professor and Chairman, Department of Obstetrics and Gynaecology. University of Toronto, 92 College Street, Toronto, Ontario M5S 1A1. Appointment effective as soon as it can be arranged.

PATHOLOGY

UNIVERSITY OF TORONTO. **Faculty of Medicine. Department of Pathology.** Pathologist. Full-time contractual position in the Department of Pathology, Faculty of Medicine, University of Toronto, Academic rank - Assistant Professor level. Salary dependent on qualifications and experience. Certification of the Royal College of Physicians of Canada in Anatomical Pathology, or its equivalent, and Ontario licence to practice are required. Appointee will be expected to develop programme of independent research as part of his/her academic function. Particular interest in cardiovascular pathology with special expertise in functional and structural aspects of cell membranes would be desirable. Forward application, enclosing curriculum vitae, to E. Farber, M.D., Professor and Chairman, Department of Pathotogy, University of Toronto, 100 College Street, Toronto, Ontario Canada M5G 1L6.

PAEDIATRICS

QUEEN'S UNIVERSITY. **Department of Paediatrics. Faculty of Medicine.** Queen's University Department of Paediatrics invites applications for an appointment in the sub-specialty of Neonatology beginning July 1979. The successful applicant will be expected to provide clinical supervision of a Level III Neonatal Intensive Care Unit, undergraduate and postgraduate teaching, and to develop a fundable research programme. Demonstrated ability in clinical neonatal research and basic research using in vitro methods in the study of developmental biology highly desirable. Geographic full time appointment with rank and salary dependent upon qualifications. Apply with curriculum vitae and names of three referees to Dr. R.W. Boston, Professor and Head, Department of Paediatrics, Queen's University, 20 Barrie Street, Kingston Ontario K7L 8N6.

PERINATAL MEDICINE

UNIVERSITY OF TORONTO. **Faculty of Medicine. Division of Perinatal Medicine.** Full time Specialist in Perinatal Medicine. Duties in the Neonatal Intensive Care Unit of The Hospital for Sick Children and may include rotation through perinatal units for affiliated University hospitals in the immediate vicinity. Opportunities for research. Successful candidate will receive an academic appointment in the Department of Paediatrics, University of Toronto commensurate with experience. Registration or eligibility for registration with the Ontario College of Physicians and Surgeons necessary. Possession of F.R.C.P. (C) or equivalent a requirement. Apply with curriculum vitae to Dr. Paul R. Swyer, Chief, Division of Perinatal Medicine, The Hospital for Sick Children, Toronto, Ontario M5G 1X8, Canada. (H15462)

PHARMACOLOGY AND THERAPEUTICS

UNIVERSITY OF CALGARY. **Faculty of Medicine. Division of Pharmacology and Therapeutics.** Applications are invited for the position of Professor, commencing July 1, 1978. Duties will include teaching in both the undergraduate and graduate programme. Successful applicant must be an active researcher. Salary and rank according to qualifications and experience. Nominations and/or applications will be received by: Dr. L.E. McLeod, Dean, Faculty of Medicine, The University of Calgary, Calgary, Alberta. T2N 1N4.

UNIVERSITY OF SASKATCHEWAN. **College of Medicine. Department of Pharmacology.** Faculty position in Clinical Pharmacology, University of Saskatchewan, Saskatoon, Saskatchewan. Appointment in Departments of Pharmacology and Medicine. Candidate should have M.D., post-graduate training in internal medicine and pharmacology and eligibility for licensure in Province of Saskatchewan. Send curriculum vitae to Dr. G.E. Johnson, Head, Department of Pharmacology, College of Medicine, University of Saskatchewan, Saskatoon, Canada S7N 0W0. Applications accepted until position is filled.

UNIVERSITY OF SASKATCHEWAN. **College of Medicine. Department of Pharmacology.** Assistant Professor in Pharmacology, University of Saskatchewan. Applicants should possess a Ph.D. in Pharmacology or an M.D. plus at least two years postdoctoral research experience, and must have a strong interest in both teaching and research. Inquiries should be directed to: Dr. G.E. Johnson, Professor and Head, Department of Pharmacology, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

PHILOSOPHY

UNIVERSITY OF SASKATCHEWAN. **Department of Philosophy.** 1. Sabbatical leave replacement for 1978-79, assistant professor level. 2. Ph.D. and teaching experience. 3. To teach two sections of the introductory class and one other undergraduate class. 4. Floor of assistant professor range; salary schedule currently under negotiation. 5. Prof. Leonard Miller, Head, Department of Philosophy, University of Saskatchewan, Saskatoon, Saskatchewan. 6. July 1, 1978. 7. When position filled.

PHYSIOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Faculty of Medicine. Department of Physiology.** Physiologist with a Ph.D. and/or M.D. and postdoctoral training are invited to apply for a faculty position in Physiology, in the Faculty of Medicine, Memorial University of Newfoundland. The position is envisaged to be at the Associate level, although the rank is open to negotiation. The duties include contributing to the teaching of physiology in an intergrated medical curriculum as well as some physiology teaching to nursing and science students. The successful candidate should preferably have experience in teaching human and whole animal orientated mammalian physiology and would be expected to have or develop a research program. A strong background in cardiovascular / respiratory and/or renal / body fluids physiology would fit in well with our program. The Faculty of Medicine has recently expanded its facilities into a new Health Science Center which is a part of the Memorial University Campus and will shortly also include the St. John's General Hospital. The salary will be commensurate with experience and qualifications and the position is available immediately or by negotiation. Applications, including curriculum vitae and the names and addresses of three references, should be sent to: Dr. C.R. Triggle, chairman Physiology Search Committee, Faculty of Medicine, Memorial University, St. John's, Nfld. Canada, A1C 5S7. Application deadline is May 1st, 1978.

THE UNIVERSITY OF WESTERN ONTARIO. **Department of Physiology. Health Sciences Centre.** Post-doctoral fellow. Qualifications: Ph.D. in neuro - or cardiovascular physiology. Duties: Research in central regulation of the cardiovascular system. Salary: $11,600 per annum. Apply to: F.R. Calaresu, Department of Physiology, University of Western Ontario, London, Ontario N6A 5C1. Appointment date: immediately.

UNIVERSITY OF WINDSOR. **The Department of Philosophy.** Symposium on informal logic. The Department of Philosophy of the University of Windsor announces a Symposium of Informal Logic at Windsor from June 26 to 28, 1978. Papers to be delivered by: Michael Scriven, Robert Binkley, Douglas Walton, John Woods, Alex Michalos, Howard Kahane, Peter Minkus, Ralph Johnson and Anthony Blair. For further information write: Symposium on Informal Logic, Department of Philosophy, University of Windsor, Windsor, Ontario, N9B 3P4.

PHYSICAL EDUCATION

THE UNIVERSITY OF ALBERTA. **Department of Physical Education.** 1978 summer session academic staff position. Position: Visiting Instructor. Qualifications: Graduate degree in Physical Education or a Related Discipline. Experience: Practical experience as an Administrator of Physical Education and Sport Programs in Commonwealth countries. Responsibilities: To offer instruction in two half-year physical education courses (P.Ed. 250 - Introduction to Administration and P.Ed. 405 Comparative Physical Education (Commonwealth emphasis)) for the 1978 Summer Session from July 25 to August 15, 1978. Salary: $3,000.00 plus Economy air fare plus $200.00 living allowance. Application deadline: March 31, 1978. Candidates are asked to submit letter of application, curriculum vitae, and educational transcripts to: Dr. P.L. Lindsay, Chairman, Department of Physical Education, The University of Alberta, Edmonton, Alberta Canada T6G 2H9.

PHYSICS

QUEEN'S UNIVERSITY. **Department of Physics.** Lecturer/Research Associateship. Applications are sought for a teaching / research position in nuclear physics. Duties will include one undergraduate course, probably within the Engineering Physics programme and research in nuclear physics. Applicants should have two years postdoctoral experience in accelerator based physics and have interests in nuclear structure or ion-atom physics, and in the application of nuclear physics and accelerator techniques to areas such as materials science, biology, geology, art and medicine. Industrial experience would be a strong asset. The positions are normally for a term of two years. Salary negotiable in the range $12,000 - $15,000. Applications, with a curriculum vitae and the names of three referees, to Dr. M. Sayer, Head, Department of Physics, Queen's University, Kingston, Ontario K7L 3N6. Effective date of Appointment, July 1, 1978. Applications received until position filled.

QUEEN'S UNIVERSITY. **Department of Physics.** Lecturer/Research Associateship. Applications are sought for a teaching / research position in Astronomy or Astrophysics. Duties will include one undergraduate course and research in the Astronomy Group. Applicants should have two years postdoctoral experience. Preference will be given to a background in Plasma Astrophysics or Instrumental Optical Astronomy. The positions are normally for a term of two years. Salary negotiable in the range $12,000 - $15,000. Applications, with a curriculum vitae and the names of three referees, to Dr. M. Sayer, Head, Department of Physics, Queen's University, Kingston, Ontario K7L 3N6. Effective Date of Appointment, July 1, 1978. Applications received until position filled.

UNIVERSITY OF GUELPH. **Department of Physics.** Applications are invited for a tenure-stream faculty position, probably at the Assistant Professor level, to commence in the Fall of 1978. The position is subject to final budgetary approval. The successful applicant will be expected to teach at both the undergraduate and graduate level and to conduct a program of experimental or theoretical research in one of the following areas: atomic or molecular physics, biophysics, liquid or solid state physics, ion-solid interactions, nuclear or particle physics. A full resume, including the names of at least three references, should be sent to: The Chairman, Department of Physics, University of Guelph, Guelph, Ontario N1G 2W1. CANADA.

ROYAL ROADS MILITARY COLLEGE. **Department of Physics.** Lecturer or Assistant Professor with Ph.D. for position in Department of Physics and Physical Oceanography at Royal Roads Military College effective 1 September 1978. Teaching undergraduate courses in Physics and/or Physical Oceanography. Research interest in Broad area of Coastal Marine Science. Salary appropriate to qualification and experience. Curriculum vitae and names of references to Dr. E.S. Graham, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0.

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. **Physical Science Group.** The Physics group at Scarborough College of the University of Toronto requires an Instructor or Tutor to supervise undergraduate physics laboratories, to conduct tutorials, and to participate in the development of new laboratory experiments. The initial appointment will be for a ten month period commencing Sept. 1, 1978, with the

possibility of annual renewal for periods of twelve months. This position may lead to a career opportinity for a candidate who has a vocation for undergraduate physics teaching, with primary emphasis on laboratory teaching. Candidates must have a bachelor's or higher degree in physics; the salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae and the names of three referees, should be sent before May 1, 1978 to - Professor John Dove, Chairman, Physical Sciences Group, Scarborough College, University of Toronto, 1265 Military Trail, West Hill, Ontario, Canada M1C 1A4.

POLITICAL SCIENCE

LAURENTIAN UNIVERSITY. **Department of Political Science,** requires for one year only, July 1978 to June 1979, a teacher of Quantitative Methods plus one of International Relations, Canadian Politics or Public Administration. Candidates must have completed the doctorate or be in the process of doing so. Preference will be given to bilingual candidates (English and French). Salary will be commensurate with qualifications. A curriculum vitae and three letters of reference must accompany the applications to Dr. E.E. Mahant, Chairperson, Department of Political Science, Laurentian University, Sudbury, Ontario, P3E 2C6. This sessional appointment is subject to budgetary approval.

UNIVERSITÉ LAURENTIENNE. **Département de Science Politique.** On cherche un professeur qui enseignerait de préférence dans les domaines de la théorie politique et de gouvernement canadien. La nomination sera pour au moins une année commençant le 1er juillet 1978 avec possibilité de continuation. On accordera la priorité aux candidats ayant complété leurs études doctorales, et on donne la préférence aux candidats bilingues (français et anglais). Le salaire est en fonction de l'expérience et des réalisations. On doit faire parvenir le curriculum vitae et trois lettres de recommendation à Professeur Edelgard E. Mahant, Directeur, Département de Science Politique, Université Laurentienne, Sudbury, Ontario. P3E 2C6.

UNIVERSITY OF LETHBRIDGE. **Department of Political Science.** Rank: Assistant Professor Teaching Areas: Canadian Politics, Political Behavior. Term: One-year Terminal. Qualifications: Ph.D. or Near Completion. Salary Range: $18,197 - $23,295 (for 1977-78 Under Negotiation for 1978-79) Appointment Date: July 1, 1978 - June 30, 1979 Applications: Accepted Until Position is Filled. Address Applications to: David Elton, Chairman, Department of Political Science, University of Lethbridge, Lethbridge, Alberta T1K 3M4.

ROYAL MILITARY COLLEGE OF CANADA. **Department of Political and Economic Science.** 1. Assistant or Associate Professor, Continuing position. 2. Ph.D. completed. 2. Undergraduate and graduate teaching in Comparative Politics (with particular interest in Third World) and Modern Political Theory. 4. Salary commensurate with qualifications and experience. 5. Dr. H. H. Binhammer, Head, Political and Economic Science, Royal Military College of Canada, Kingston, Ontario, K7L 2W8. 6. July 1, 1978. 7. When position filled.

UNIVERSITY OF TORONTO. **Department of Political Economy.** University of Toronto (Erindale College). Department of Political Economy. Applications are invited for an appointment as Assistant Professor. Candidates should have a Ph.D. The fields of specialization are Canadian urban politics, Canadian public administration, and municipal / provincial public policy. The salary will be competitive. Applications should be addressed to Associate Dean H. Andrews, Erindale College, 3359 Mississauga Road, Mississauga, Ontario, L5L 1C6. Appointment to commence July 1, 1978.

YORK UNIVERSITY. **Department of Political Science.** Lecturer part-time, York University, Department of Political Science. 2 - 2½ courses in Chinese Politics 1978-79, with possibility of second year. Ph.D. preferred or A.B.D. Competence in Chinese language required. Send C.V.s to B. Frolic, Department of Political Science, York University, 4700 Keele Street, Downsview, Ontario by April 15, 1978.

PSYCHOLOGY

DALHOUSIE UNIVERSITY. **Psychology.** The Counselling and Psychological Services Centre invites applications for the position of Director. A Ph.D. in counselling, clinical or a related area of psychology, plus relevant experience is required. The responsibilities of the director include both administration of the Centre and direct counselling service to students. Opportunities for teaching may arise. Applicants should be skilled in programme development, consultation, individual and group counselling and evaluative research. Psychologist committed to a flexible behavioral learning model are preferred. Salary commensurate with qualifications and experience. Position subject to budgetary approval. Applications should be addressed to Judy Hayashi, Acting Director, Counselling and Psychological Services Centre, Room 422, Student Union Building, Dalhousie University, Halifax, Nova Scotia B3H 4J2.

DALHOUSIE UNIVERSITY. **Psychology.** Counselling and Psychological Services Centre. Position available, subject to budgetary approval, for Ph.D. in counselling, clinical or related area of Psychology. Responsibilities include individual and group counselling, programme development, consultation and evaluative research. Opportunities for teaching may airse. Applicants with experience and training in one or more of the following areas will be given special consideration: management of anxiety (test, seminar, etc), biofeedback, career planning and interpersonal skills training. Psychologists committed to a flexible behavioral learning model are preferred. Salary commensurate with qualifications and experience. Applications should be addressed to Judy Hayashi, Acting Director, Counselling and Psychological Services Centre, Room 422, Student Union Building, Dalhousie University, Halifax, Nova Scotia B3H 4J2.

UNIVERSITY OF GUELPH. **Department of Psychology.** The Department of Psychology, University of Guelph is seeking an Associate Professor with teaching and research experience in applied social psychology. Preference will be given to candidates with specialization in program evaluation and field research methods. The successful candidate will be expected to contribute to an M.A. program in applied social psychology as well as to undergraduate teaching. Applicants should send vita, the names of three references and copies of recent publications to: Dr. Michael L. Matthews, Appointments Officer, Department of Psychology, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF MANITOBA. **Department of Psychology.** Several positions available subject to budget authorization. Applicants in all areas invited. Persons with recent canadian experience encouraged to apply. At least one tenure track position, likely in either development, social or organizational teaching and research in specialty replacement. Positions definitely available in several other areas. Possible two year appointment in some replacement positions. All specialties considered. Ph.D. required for all positions. Salaries competitive. Interested candidate should forward their curriculum vitae plus at least three references. Positions to begin July 1, 1978. Correspondence should be directed to John G. Adair, Head, Department of Psychology, University of Manitoba, Winnipeg, Manitoba R3T 2N2 CANADA.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Counselling Centre.** Three positions in expanding Counselling Centre. Doctoral degree in Counselling Psychology or related fields desired, but experienced M.A. or M.Sc. candidates will be considered. A. Position in area of career program development and implemcntation, with emphasis on outreach programming. Experience (or interest?) in the areas of career development, and program design, implementation and evaluation and desirable. B. Two other staff Psychologists positions involving a full delivery of psychological services. Experience in areas including assertive training, relaxation training, social skill training, etc., are desirable. Research involvements and personal initiatives are encouraged. Salaries commensurate with qualifications and experience. Submit resumes and five letters of recommendation to: Dr. B. Mark Schoenberg, Director, Counselling Centre, Memorial University, St. John's, Newfoundland, A1C 5S7.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Department of Psychology.** Regional College at Corner Brook. 1. Undergraduate teaching position. 2. The successful candidate will be required to teach introductory Psychology courses as well as courses in the developmental clinical areas. 3. The college offers courses in the first two years of Memorial University's undergraduate Psychology program. 4. Salary and rank dependent on qualifications and experience. 5. Curriculum vitae and names of three referees to: Dr. Herbert Rose, Co-Ordinator, Department of Psychology, Memorial University of Newfoundland, Regional College at Corner Brook, Corner Brook, Newfoundland A2H 4G5. 6. September 1, 1978.

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. **Psychology.** The Life Sciences Group invites applications for the position of Assistant Professor (tenure-stream) in cognitive psychology with specialization in memory / computer models of cognition / psycholinguistics. Ph.D. required. Responsibilities include instruction of undergraduates and graduates, supervision of graduate theses, active involvement in independent research. Salary negotiable depending on qualifications and experience (1977-78 floor, $15,000). Duties commence not later than September 5, 1978. Curriculum vitae and three letters of reference should be sent to Dr. B. Forrin, Life Sciences Search Committee, Scarborough College, University of Toronto, West Hill, Ontario M1C 1A4. Deadline for applications, when position is filled.

WILFRID LAURIER UNIVERSITY. **Department of Psychology.** Cognitive Psychologist. The Department of Psychology invites applications for a tenurable appointment at the Assistant to Associate Professor level commencing July 1 or September 1, 1978, in the area of cognitive processes. Applicants should be prepared to teach undergraduate and graduate courses in cognitive psychology and maintain an active research program. Preference will be given to candidates with additional specialization in either perception or developmental. Salary will be commensurate with rank and experience. Interested persons should submit applications with curriculum vitae and reprints and have three letters of reference sent to Dr. Robert St. Claire-Smith, Department of Psychology, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, Ontario, N2L 3C5.

UNIVERSITY OF WINDSOR. **Department of Psychology.** Child-Clinical Psychologist. The Department of Psychology at the University of Windsor will have one full-time position available starting July, 1978. Rank and salary open. Responsibilities include teaching undergraduate and graduate courses in Developmental and Child-Clinical Psychology and directing graduate research. Reply to: Miriam E. Bunt, Ph.D., Head, Department of Psychology, University of Windsor, Windsor, Ontario, Canada N9B 3P4.

RECREATION

UNIVERSITY OF WATERLOO. **Department of Recreation.** 1. Assistant or Associate Professor in Recreation Administration. 2. Earned doctorate or its near completion in Recreation Administration or related discipline. 3. Ability to successfully supervise student theses and honors projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. 4. Assistant professor (minimum $17,100) Associate Professor (minimum $22,200). Salary commensurate with qualifications and experience. 5. Dr. David Ng, Acting Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario, N2L 3G1. 6. July 1, 1978, subject to budget approval. 7. April 28, 1978. 8. Candidates should be legally eligible to work in Canada for the period covered by this position.

RELIGION

THE UNIVERSITY OF MANITOBA. **Department of Religion.** One leave replacement position Ph.D. required. Able to teach courses in bibliocal field with specialty in New Testament and Religions of the Hellenistic period. Ability to teach in the area of Method and Theory in the study of Religion will be considered an asset. Jr. position subject to financing. Familiarity with teaching in Canada a definite asset. September 1/78 - May 30/79. Address inquiries to Head, Department of Religion, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

REHABILITATION MEDICINE

UNIVERSITY OF TORONTO. **Faculty of Medicine. Department of Rehabilitation Medicine. Speech Pathology.** 1. Associate Professor. 2. Ph.D. with proven teaching and research capabilities. A strong background in Speech and Voice Science which includes an understanding of the physiological substrates of language, the psycho-acoustics of communication and instrumental quantification of speech and voice data. 3. Participation in a developing speech pathology graduate programme with teaching, research and possible thesis supervision. 4. Depending on experience and qualifications. 5. Professor J.F. Walker, Director, Division of Speech Pathology, Faculty of Medicine, University of Toronto, Toronto, Ontario M5S 1A1. 6. As soon as possible. 7. When position is filled.

UNIVERSITY OF TORONTO. **Faculty of Medicine. Department of Rehabilitation Medicine. Speech Pathology.** Applications are invited for a newly-established position within the Division. Ph.D. with proven teaching and research capabilities. A strong background in Speech and Voice Science which includes an understanding of the physiological substrates of language, the psycho-acoustics of communication and instrumental quantification of speech and voice data. Responsibilities include participation in a developing speech pathology graduate programme, teaching, research and possible thesis supervision. Assistant or Associate Professor. Salary open. Date of appointment: As soon as possible. Write to Professor J.F. Walker, Director, Division of Speech Pathology, Faculty of Medicine, University of Toronto, Toronto, Ontario M5S 1A1.

SOCIAL WORK

UNIVERSITY OF REGINA. **Faculty of Social Work.** The Faculty of Social Work invites applications for a teaching position in a M.S.W. degree programme. Major responsibilities within a curriculum emphasizing applied research, personal social services administration and related policy issues. Qualifications: Advanced degree followed by professional preparation and appropriate experience and research. Some Canadian experience prefereed. Salary range: Assistant Professor — $16,997 - $24,647; Associate Professor $22,307 - $31,517. Date of Appointment: July 1, 1978. Send inquiries to: Dean, Faculty of Social Work, University of Regina, Regina, Saskatchewan S4S 0A2 CANADA.

SOCIOLOGY

THE UNIVERSITY OF ALBERTA. **Department of Sociology.** Expected vacancy - Visiting Assistant Professor. appointment beginning September 1, 1978. Probable salary $12,000, depending on experience and qualifications. Ph.D. or ABD, with some teaching experience required. Teaching areas of particular interest include: Deviance, Criminology, Social Psychology, Introductory. Women and men are invited to apply by sending a curriculum vitae to Dr. T.H. White, Chair, Department of Sociology, The University of Alberta, Edmonton, Alberta. T6G 2H4.

MCMASTER UNIVERSITY. **Department of Sociology.** 1. Applications are invited for two positions. 2. Ph.D. or equivalent. Teaching and research experience commensurate with level of appointment. 3. Specializations open. 5. Dr. P. E. Sheriff, Department of Sociology, McMaster University, Hamilton, Ontario. 6. July 1, 1978.

THE UNIVERSITY OF WESTERN ONTARIO. **Department of Sociology.** For July 1, 1978, one position: probationary, limited term, or visiting, rank open Specialization: deviance; criminology and corrections. Ph.D. by August 1978 necessary. Salary open. Send vita and names of three references to: Chair, Recruitment Committee, Department of Sociology, The University of Western Ontario, London, Ontario, N6A 5C2. The filling of this appointment is subject to the availability of funds.

THE UNIVERSITY OF MANITOBA. **Department of Sociology.** 1. Applications are invited for a position at the Assistant Professor rank. 2. Completed Ph.D. prefcrred. 3. Canadians are especially invited to apply. 4. Areas open. 5. Send Vitae including the names of at least three referees to Prof. G.N. Ramu. Chairman, Recruitment Committee, Department of Sociology, University of Manitoba, Winnipeg, Canada. R3T 2N2.

STATISTICS

THE UNIVERSITY OF MANITOBA. **Department of Statistics.** Applications are invited for the position of assistant

professor (ten month sabbatical leave replacement) in the Department of Statistics. The applicant must have a Ph.D. or equivalent and strong commitment to undergraduate teaching and research. Position to begin September 1, 1978, salary based on qualifications and experience. Direct inquiries to Dr. G. I. Paul, Department of Statistics, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

THEATRE ARTS

CONCORDIA UNIVERSITY. Position available effective June 1, 1978 Technical Director **Theatre Arts Programme.** The Faculty's Division of Performing Arts invites applications for the post of Technical Director for its Theatre Arts programme. The programme offers BFA degrees in Performance, Scenography, and Drama in Education. The Theatre Section presently comprises 10 full-time faculty members, including 4 in scenography, plus one full-time stage supervisor and paid student assistants. Qualifications: - MFA degree or equivalent; - a minimum of 3 years experience as Technical Director or similar position in professional theatre and / or production-oriented university theatre programme, - Teaching experience at university or equivalent institution is essential; - Bilingualism is considered an asset (French & English). Duties: - Maintenance of all technical and shop facilities for 380 seat, fully equipped proscentium theatre and flexible studio theatre; - Ordering equipment and supplied for theatre production programme; - Supervision of execution of scenographic elements of productions, - Some design assignments also possible, depending on experience and competence of applicant - Teaching courses in technical theatre. The normal teaching load is three courses per year (18 credits), technical work is included as part of the teaching course load, but a certain amount of work in production outside of the normal course load is expected. Rank will be that of Assistant Professor. Salary is negotiable, depending upon the applicant's qualifications and experience. The closing date for applications is April 30, 1978, or until filled. Applications should be accompanied by a complete curriculum vitae, and the names of at least three persons who are familiar with the applicant's work and who would be prepared to provide references. Please address all inquiries and / or applications to: Professor J. Cazalet, Director, Division of Performing Arts, Concordia University, 7141 Sherbrooke Street West, Room HB-232, Montreal, Quebec H4B 1R6.

THEOLOGICAL STUDIES

CONCORDIA UNIVERSITY. **Department of Theological Studies.** 1. Rank Open. 2. Completed Doctorate. 3. Undergraduate and graduate work in the History of Christianity. 5. Chairman, Department of Theological Studies, Concordia University, Loyola Campus, 7141 Sherbrooke Street West, Montreal, Quebec. H4B 1R6. 6. Appointment contingent upon final budgetary decisions of the University.

CONCORDIA UNIVERSITY. **Department of Theological Studies.** 1. Rank Open. 2. Completed Doctorate. 3. Undergraduate and graduate work in the History of Christianity. 5. Chairman, Department of Theological Studies, Concordia University, Loyola Campus, 7141 Sherbrooke Street West, Montreal, Quebec. H4B 1R6. 6. Appointment contingent upon final budgetary decisions of the University.

URBAN AND REGIONAL PLANNING

QUEEN'S UNIVERSITY. **School or Urban and Regional Planning.** A Planning Teacher is required at the Assistant Professor level to participate in the continuing development of a graduate programme in Regional Planning. The School is oriented in its teaching and research to non-metropolitan regions in Canada. Applicants should possess a Ph.D. in planning (or equivalent), a strong academic record and have an interest in the economic development of non-urban regions. Salary will be commensurate with qualifications and will be competitive. The date of appointment is negotiable up to September 15, 1978. A resume and names of three referees may be sent to Dr. Gerald Hodge, Director, School of Urban and Regional Planning, Queen's University, Kingston, Ontario K7L 3N6, no later than April 30, 1978.

VETERINARY STUDIES

UNIVERSITY OF GUELPH. **Department of Clinical Studies.** The Department of Clinical Studies, Ontario Veterinary college, University of Guelph has five (5) Clinician (sessional lecturer) vacancies available in the following areas: 1. Small Animal Medicine 2. Large Animal Medicine 3. Ambulatory Clinic 4. Large Animal Surgery 5. Radiology. The period of employment is for two semesters, September 1, 1978 - April 30, 1979. The duties of a clinician are clinical in nature. Most teaching will involve small groups of students with some laboratory instruction in the area of clinical orientation. Salary commensurate with education and experience. Positions subject to final budgetary approval. Application should be made to Dr. J. Archibald, Chairman, Department of Clinical Studies, Ontario Veterinavy College, University of Guelph, Guelph, Ontario, Canada N1G 2W1.

UNIVERSITY OF GUELPH. **Department of Clinical Studies,** The Department of Clinical Studies of the Ontario Veterinavy College, University of Guelph has available a faculty position in the area of Anaesthesiology as of September 1, 1978. The main duties of the applicant will be to teach anesthesiology at the undergraduate and graduate level and to participate as a clinician in the Veterinary Teaching Hospital. The applicant must be eligible for licensure in the Province of Ontario. Advanced degree, teaching experience and Board Certification or eligibility for Board Certification would be desirable. Salary and rank will be commensurate with experience and qualification. Enquiries regarding the position can be made to: Dr. J. Archibald, Chairman, Department of Clinical Studies, Ontario Veterinary College. University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

UNIVERSITY OF GUELPH. **Department of Clinical Studies.** The Department of Clinical Studies of the Ontario Veterinary College, University of Guelph requires an Assistant Professor in the area of Large Animal Surgery as of September 1, 1978. The main duties of the applicant will be to teach surgery at the undergraduate and graduate level and to participate as a clinician in the Veterinary Teaching Hospital. The applicant must be licensed to practive in the Province of Ontario. Advanced degree, teaching experience and Board certification or eligibility for Board certification would be desirable. Salary will be commensurate with experience and qualifications. Enquiries regarding the position can be made to: Dr. J. Archibald, Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF GUELPH. **Department of Veterinary, Microbiology and Immunology.** Vacancy - Veterinary Bacteriology. Requirements: D.V.M. with Ph.D. in veterinary Bacteriology. Experience in clinical bacteriology and teaching veterinary students at undergraduate and graduate level. Duties: Supervise diagnostic bacteriology laboratory and to interrelate with clinicians and bacteriologists in the veterinary hospital. To teach graduates, and undergraduates in clinical bacteriology and to conduct research in bacterial infectious diseases of animals. Salary: Negotiable. Application: Send particulars in writing to: Dr. D.A. Barnum, Chairman, Department of Veterinary Microbiology and Immunology, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1. Effective date of employment: September 1, 1978. Subject to final budgetary approval.

UNIVERSITY OF GUELPH. **Department of Veterinary Microbiology and Immunology.** Requirements: D.V.M. with Ph.D. in Medical Bacteriology. Teaching experience in veterinary bacteriology and immunology at undergraduate and graduate level. Research in infectious diseases of animals. Duties: Teaching of undergraduate and graduate courses in veterinary and medical bacteriology and mycology. Supervise M.S.c and Ph.D students. Conduct research in mycoplasma infection of animals and general microbial diseases of birds. Some responsibility in diagnostic bacteriology. Salary: Negotiable. Application: Send particulars in writing to: Dr. D. A. Barnum, Chairman, Department of Veterinary Microbiology and Immunology, Ontario Veterinary College, University of Guelph, Guelph, Ontario. N1G 2W1. Effective Date of Employment: September 1, 1978. Subject to final budgetary approval.

UNIVERSITY OF SASKATCHEWAN. **The Department of Veterinary Anatomy.** Veterinary Anatomist. The Department of Veterinary Anatomy at the Western College of Veterinary Medicine will have a faculty position available July 1, 1978. Acceptable candidates should be qualified to teach gross and applied anatomy and must have demonstrated the ability to establish a research and graduate program in their area of interest. Possession of both DVM and Ph.D. or equivalent degrees is desirable but applicants with either will be considered. Salary commensurate with qualifications. Interested persons should send their Curriculum Vitae and names of at least three referees to: Dr. W. K. Latshaw, Department of Veterinary Anatomy, University of Saskatchewan, Saskatoon, Sask., Canada S7N 0W0. Telephone No.: (306) 343-3196.

UNIVERSITY OF SASKATCHEWAN. **Department of Veterinary Pathology, W.C.V.M.** Subject to University Budget confirmation, a position of Instructor with term, July 1, 1978 - June 30, 1979 is open. Salary to $16,000, depending on qualifications. Laboratory demonstration in general and systemic pathology. D.V.M. or equivalent degree required; eligible for licensure in Saskatchewan. Please submit application plus Curriculum vitae and letters from 3 references to Dr. J.H. L. Mills, Head, Deparrment of Veterinary Pathology, Western College of Veterinary Medicine, S7N 0W0. Applications accepted until position is filled.

UNIVERSITY OF SASKATCHEWAN. **The Department of Veterinary Clinical Studies,** wishes to appoint an individual to assist in the development of an active teaching, research and service program in Preventive Veterinary Medicine. The duties of the new positions will include the following: assist in the organization and teaching of undergraduate classes in Veterinary Preventive Medicine at the clinical level; develop a system for the evaluation of farm livestock herd health services in the Saskatoon district and assist in the development of the post-graduate clinical training program in Veterinary Preventive Medicine. The candidate should be a graduate veterinarian, eligible to become licensed to practice in Saskatchewan, have had some post-graduate qualification in Veterinary Preventive Medicine with experience in statistics and computer science applied to veterinary epidemiology. The salary will be commensurate with qualifications and experience. The position is available July 1, 1978. Further information, including a description of the activities of the department, its future plans and conditions of the appointment is available from Dr. W. M. Adams, Head, Department of Veterinary Clinical Studies, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. Applications accepted until position is filled.

FACULTY EXCHANGE

The Faculty Exchange Center, a non-prifit, faculty-administered organization, helps to arrange exchanges of college and university faculty within North America and overseas where the language of instruction is English. For information write to Faculty Exchange Center, Franklin and Marshall College, Post Office Box 1091, Lancaster, Pennsylvania 17604.

LATE ADS

BIOLOGIE

UNIVERSITÉ DE MONTRÉAL. **Département des sciences biologiques.** Taxonomie Végétale. Professeur adjoint ou agrégé selon expérience. Ph.D. ou D.Sc., spécialiste en taxonomie végétale ayant une bonne connaissance de la flore de l'est de l'Amérique du Nord, avec une ouverture sur les méthodes modernes de taxonomie. Poste à demi-temps en tant qu'assistant-conservateur de l'Herbier Marie-Victorin, et à demi-temps pour l'enseignement en français de la toxonomie végétale et de la taxonomie générale au 1er cycle, et l'enseignement dans sa spécialité au 2ème et 3ème cycles. Salaires selon la convention collective. Le curriculum vitae et deux lettres de recommandation doivent être adressées le plus tôt possible par courrier recommandé au Dr. Raymond McNeil, directeur, CREM, Université de Montréal, C.P. 6128, Succ. "A", Montréal, Québec H3C 3J7, Canada. Le poste doit être comblé le plus tôt possible à partir du 1er juin 1978.

BUSINESS

UNIVERSITY OF CALGARY. **Faculty of Business.** Applications are invited for academic positions in Marketing. A doctorate degree, teaching experience, and strong research potential are required. Rank and salary are open and competitive. Direct all inquiries to Dr. Everett E. Johnston, Chairman, Marketing Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

THE UNIVERSITY OF MANITOBA. **Department of Business Administration.** Visiting Assistant of Associate Professor beginning September 1978 to teach in the Marketing area and possibly related areas. Ph.D. or ABD preferred, but will consider M.B.A. with teaching experience. Nine month temporary appointment. Contact: Dr. J. L. Gray, Acting Head, Department of Business Administration, Faculty of Administrative Studies, The University of Manitoba, Winnipeg, Manitoba R3T 2N2.

CHEMISTRY

UNIVERSITY OF TORONTO. **Department of Chemistry.** Postdoctoral Fellowship Position. A postdoctoral position is available in the general area of physical-organic chemistry. Some background in photochemistry is necessary. Stipends range from $10,080-$11,000 per annum, and assistance with travel expenses will be provided. Starting date: summer / fall 1978. Send curriculum vitae and names of three referees to: Dr. Keith Yates, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada M5S 1A1.

CLASSICAL AND MODERN LANGUAGES

BRANDON UNIVERSITY. **Faculty of Arts: Department of Classical and Modern Languages and Faculty of Education.** Appointment: For a Three-Year Term appointment in the Faculty of Arts (1/3 load) and the Faculty of Education (2/3 load), beginning September 1, 1978, (pending budgetary approval). Duties: in Arts, to teach French language course; in Education, to teach French methods at all levels, to supervise Student Teaching, and to supervise Language laboratory. Qualifications: Ph.D. or equivalent plus teaching experience at University and public schools (or equivalent). Rank: commensurate with qualifications and experience. Salary: 1977-78 salary schedule (floors): Lecturer $14,550; Assistant Professor $17,600; Associate Professor $22,600. Applications, etc. Deadline: May 15, 1978. Please send curriculum vitae and three (3) letters of recommendation to: M. Spack, Acting Dean, Faculty of Education, Brandon University, Brandon, Manitoba R7A 6A9.

COMMERCE

CARLETON UNIVERSITY SCHOOL OF COMMERCE

Applications are invited for Assistant/Associate rank in the following areas of interest: (i) Accounting, (ii) Organizational Behaviour, (iii) Operations Management, (iv) Policy, (v) Marketing, (vi) Finance, (vii) Quantitative Methods, (viii) Systems Analysis/Data Processing. Preference will be given to candidates with combined areas of interest. Appointment effective July 1, 1978; salary is negotiable. Qualifications required: Ph.D. Applications should be sent to J.B. Waugh, Director, School of Commerce, Carleton University, Ottawa, Ontario. K1S 5B6.

COMPUTER SCIENCE

UNIVERSITY OF SASKATCHEWAN. **Department of Computational Science.** Applications are invited for the following newly created positions. Appointments are to be effective July 1st or Sept. 1st, 1978. We have a faculty of 10 with a good publication record and well established Undergraduate and M.Sc. programs. 1. Assistant Professor (Tenurable Position) The required qualification is a Ph.D. in Computer Science or a closely related subject. Expertise in machine architecture, computer communications or operating systems is necessary. An interest in small computers is desirable. 2. Lecturer or Assistant Professor (temporary Position). This position is for one year but may be extended. The required qualification, is a Ph.D. in Computer Science or a closely related subject. Consideration will be given to candidates with an M.Sc. in Computer Science or strong practical experience. The person appointed will be expected to teach one or more introductory classes, and other classes in some area of interest, and will be encouraged to participate in our research programs. Apply to: Dr. John E. Cooke, Head, Department of Computational Science, University of Saskatchewan, Saskatoon, Sask. (306) 343-3783.

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. **Department of Computer Science.** The Computer Science Group at the University's Scarborough Campus has a vacancy for a contractually-limited one-year appoint-

ment as Assistant Professor of Computer Science from July 1st, 1978. The duties will be teaching at the undergraduate level, and research. Applicants should hold a Ph.D. in computer science, preferably in systems and language, numerical analysis, or data management. Salary according to qualifications and experience. Send applications with curriculum vitae and names of three referees to: Professor John E. Dove, Chairman, Physical Sciences Group, Scarborough College, University of Toronto, West Hill, Ontario. M1C 1A4, Canada.

EDUCATION

UNIVERSITY OF NEW BRUNSWICK. **Faculty of Education.** Application are invited for a position at the Assistant Professor rank in Music Education. Position subject to appropriate budgetary authorization. Master's or doctorate completed with experience in elementary school teaching. Teaching undergraduate courses in curriculum and instruction in Music Education for B.Ed. (Elementary) degree candidates, supervising in-school experiences. Send curriculum vitae, names of 3 references, and transcripts to: Prof. Robert Hawkes, Chairman, Division of Curriculum and Instruction, Faculty of Education, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3.

UNIVERSITY OF REGINA. **Faculty of Education.** 1. Title of Position: Assistant or Associate Professor of Education in Art Education. 2. Qualifications Required: At least a master's degree in Art Education (doctorate preferred) with classroom teaching or supervisory experience and some studio involvement. 3. Nature of Duties: Teaching primarily at the undergraduate level in Art Education in methodology and content classes and supervising students in various practica activities. The incumbent will be expected to participate in program development at both the undergraduate and graduate levels. 4. Salary Offered: Salary negotiable according to qualifications and experience. 5. Person to Whom Inquiries Should be Addressed: Dean W.N. Toombs, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2. 6. Effective Date of Appointment: July 1, 1978. 7. Closing Date for Receipt of Applications: When position is filled.

UNIVERSITY OF REGINA. **Faculty of Education.** 1. Title of Position: Assistant or Associate Professor of Education in Music Education (doctorate preferred) with classroom teaching or supervisory experience. Expertise in Orff and Kodaly methods and early childhood education highly desirable. 3. Nature of Duties: Teaching primarily at the undergraduate level in Music Education and supervising students in practica activities. 4. Salary Offered: Salary negotiable according to qualifications and experience. 5. Person to Whom Inquiries Should be Addressed: Dean W.N. Toombs, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2. 6. Effective Date of Appointment: July 1, 1978. 7. Closing Date for Receipt of Applications: When position is filled.

UNIVERSITY OF REGINA. **Faculty of Education.** 1. Title of Position: Assistant or Associate Professor of Education in Health and Physical Education. 2. Qualifications Required: At least a Master's degree in Health Education (doctorate preferred) plus academic training in Physical Education and teaching experience at the elementary and / or secondary school level. 3. Nature of Duties: Undergraduate teaching in a newly developed Health Education major as well as classes in elementary Health and Physical Education. The incumbent will be expected to participate in supervision of students in their practicum. 4. Salary Offered: Salary negotiable according to qualifications and experience. 5. Person to Whom Inquiries Should be Addressed: Dean W.N. Toombs, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2. 6. Effective Date of Appointment: July 1, 1978. 7. Closing Date for Receipt of Applications: When position is filled.

UNIVERSITY OF REGINA. **Faculty of Education.** a. Title of Position: Associate of Full Professor of Education in Educational Psychology. 2. Qualifications Required: Doctorate required with experience in research design and the application of statistical methodology; experience in teaching undergraduate and graduate classes in measurement; experience in the supervision of graduate students at the master's level. The incumbent should be familiar with computer usage; teaching experience at the elementary / secondary levels preferred. 3. Nature of Duties; To teach graduate and undergraduate classes in measurement, research design and educational statistics. The incumbent will be expected to supervise master's theses, consult in program evaluation and assist in faculty research. 4. Salary Offered: Salary negotiable according to qualifications and experience. 5. Person to Whom Inquiries Should be Addressed: Dean W.N. Toombs, Faculty of Education, University of Regina, Regina, Regina, Saskatchewan S4S 0A2. 6. Effective Date of Appoiintment: July 1, 1978. 7. Closing Date for Receipt of Applications: When position is filled.

UNIVERSITY OF REGINA. **Faculty of Education.** 1. Title of Position: Assistant or Associate Professor of Education in General Education. 2. Qualifications Required: At least a Master's degree (doctorate preferred) in Education with considerable classroom and / or supervisory experience at the elementary secondary levels. 3. Nature of Duties: Teaching undergraduate students in the first year of their program in an introductory class which includes some field experiences and considerable student counselling. The incumbent will be expected to be expertise in another teaching area. 4. Salary Offered: Salary negotiable according to qualifications and experience. 5. Person to Whom Inquiries Should be Addressed: Dean W.N.. Dombs, Faculty of Education, University of Regina, Regina, Saskatchewan S4S 0A2. 6. Effective Date of Appointment: July 1, 1978. 7. Closing Date for Receipt of Applications: When position is filled.

UNIVERSITY OF REGINA. **Faculty of Education.** 1. Title of Position: Assistant or Associate Professor of Education in Business Education. 2. Qualifications Required: At least a Master's degree in Business Education (doctorate preferred) with classroom teaching or supervisory experience. 3. Nature of Duties: Teaching primarily at the undergraduate level prospective business education teachers in methodology and content classes; the incumbent will be expected to participate in program development and inthe supervision of student practica activities. 4. Salary Offered: Salary negotiable according to qualifications and experience. 5. Person to Whom Inquiries Should be Addressed: Dean W.N. Toombs, Faculty of Education, University of Regina, Regina, Saskatchewan S4S 0A2. 6. Effective Date of Appointment: July 1, 1978. 7. Closing Date for Receipt of Applications: When position is filled.

UNIVERSITY OF REGINA. **Faculty of Education.** 1. Title of Position: Assistant Professor of Education in Language Arts / Reading. 2. Qualifications Required: At least a Master's degree in Language Arts / Reading (doctorate preferred) plus experience in classroom teaching and / or supervision at the elementary / secondary levels. 3. Nature of Duties: Teaching at the undergraduate level in the language arts or reading subjects to prospective elementary / secondary teachers. The incumbent will be expected to participate in program development and in the supervision of student practica activities. 4. Salary Offered: Salary negotiable according to qualifications and experience. 5. Person to Whom Inquiries Should be Addressed: Dean W.N. Toombs, Faculty of Education, University of Regina, Regina, Saskatchewan S4S 0A2. 6. Effective Date of Appointment: July 1, 1978. 7. Closing Date for Receipt of Applications: When position is filled.

UNIVERSITY OF REGINA. **Faculty of Education.** Summer Session. Applications are invited for the following 1978 Summer Session teaching assignments: EDRDG 442 — Diagnosis and Treatment in Remedial Reading, July 5 to July 28, 1978. EDRDG 462 — Practicum in Remedial Reading, July 31 to August 25, 1978. Stipend: $1,890.00. Return economy class air fare and accommodation allowance will be provided. Address applications with curriculum vitae and names of three referees to Professor A. Woolard, Chairperson, Reading and Language Arts Subject Area, Faculty of Education, University of Regina, Regina, Saskatchewan S4S 0A2.

ELECTRICAL ENRINEERING

QUEEN'S UNIVERSITY. **Department of Electrical Engineering.** Applications are invited for Assistant or Associate Professorshsip in the following areas: 1. electric machines and electric-machine control, 2. logic design and computers, 3. communications and signal processing. Background in teaching and research desirable. Industrial experience and Professional Engineer status advantageous. Duties will include undergraduate and graduate teaching, research compatible with the departmental program, and participation with other academic staff in the academic and administrative affairs of the department. Salary dependent upon qualifications. Duties to commence not later than September 1, 1978. Applications requested by May 15, 1978, to enable selection to be finalized at latest by June 30, 1978. Submit detailed curriculum vitae, and names of three referees, to: P.H. Wittke, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, Canada. K7L 3N6.

FRENCH

THE UNIVERSITY OF MANITOBA. **Department of French and Spanish.** The University of Manitoba requires a specialist in French-Canadian literature. Candidates should have a doctorate and be able also to teach language courses. Preference will be given to those who are currently entitled to work in Canada. Two year term, beginning July 1, 1978. Rank and salary are to be determined according to budgetary possibilities and qualifications of the applicant. Applications should be sent by June 7th, 1978, to J.E. Clark, Acting Head, Department of French and Spanish, University of Manitoba, Winnipeg R3T 2N2.

GREEK AND ROMAN STUDIES

UNIVERSITY OF SASKATCHEWAN. **Department of Greek and Roman Studies,** Classies. 1. Assistant Professor or Associate Professor, one-year appointment. 2. Ph.D. or the equivalent. 3. To teach undergraduate classes in languages and classical studies; competence in one of classical archaeology, Roman law, ancient science, or history of education desirable. To pursue research. 4. Salary commensurate with experience and training. 5. Please send curriculum vitae and names of three referees to P.M. Swan, Head, Department of Greek and Roman Studies, University of Saskatchewan, Saskatoon, Canada S7N 0W0. 6. July 1, 1978. 7. When appointment is made.

LANGUAGES, LITERATURES AND LINGUISTICS

YORK UNIVERSITY. **Department of Languages, Literatures and Linguistics.** Japanese Section. 1. Applications are invited for full-time sessional appointment as Assistant in Japanese Language Training for the 1978-79 session. Subject to budgetary approval. 2. Qualifications: native or native-like command of Japanese; formal training and experience in teaching Japanese as a second language at university of comparable level essential. 3. Duties: Assisting in beginning Japanese teaching of intermediate Japanese language, laboratory monitoring materials preparation and grading. 4. Salary negotiable. 5. Application, accompanied by a Curriculum Vitae and names of three referees should be forwarded to: Ms. Marlyn Aitken, Assistant to the Chairman, S561 Ross Bldg., York University, Dowsnview, Ontario M3J 1P3, to arrive no later than May 15, 1978.

MATHEMATICS

UNIVERSITY OF SASKATCHEWAN. **Department of Mathematics.** 1. Assistant Professor, one-year appointment to replace faculty member on sabbatical. 2. Ph.D., or near its completion, in Mathematics or Statistics. 3. Teaching undergraduate classes, and carrying out any other duties assigned by the department. 4. Floor of the Assistant Professor rank. 5. Dr. B.S.Lalli, Head, Mathematics Department, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. 6. July 1, 1978. 7. When position is filled.

MEDICINE

THE UNIVERSITY OF BRITISH COLUMBIA. **Faculty of Medicine. Department of Ophthalmology.** Geographically full-time assistant professor wanted with background in ocular Genetics. Appointee would also be expected to be responsible for organising undergraduate teaching programme in the department. Applications by May 6, 1978 to, Dr. Stephen M. Drance, Department of Ophthalmology, University of British Columbia, 2550 Williw Street, Vancouver, B.C. V5Z 3N9.

POLITICAL SCIENCE

UNIVERSITY OF WINDSOR. **Department of Political Science.** Applications are invited for the following temporary positions in the Department of Political Science at the University of Windsor. 1. Subject to adequate enrolment, instructor(s) for one or more of 3 half courses in Canadian Public Administration (Provincial Administration; Public Service Staff Relations, Public, Financial Management) in Intersession (May 8 to June 23) and Summer Session (July 3 - August 18) 1978. 2. A full-time, one-year sabbatical replacement position in the area of Canadian politics for the 1978-79 academic year. Likely courses are one section of introductory Canadian, plus 2 others at the 200 level. Salary commensurate with qualifications and rank. Please send applications, vitae, and names of three referees to: Dr. E. D. Briggs, Head, Department of Political Science, University of Windsor, Windsor, Ontario N9B 3P4.

PSYCHOLOGY

ACADIA UNIVERSITY. **Department of Psychology.** 1. Assistant Professor Psychology - one year sessional appointment June 1, 1978 to May 31, 1979. 2. Ph.D. in clinical psychology plus a minimum of two years post-doctoral experience. 3. Teaching and research; supervision of graduate students. 4. Fully competitive; according to qualifications and experience. 5. Dr. W. A. Draper, Head, Department of Psychology, Acadia University, Wolfville, Nova Scotia, Canada. B0P 1X0. 6. 1 June 1978. 7. When the position is filled.

ROMANCE LANGUAGES

THE UNIVERSITY OF ALBERTA. **Department of Romance Languages.** Applications are invited from both men and women for a possible Sessional Lecturer position in Italian (leave replacement). Ph.D. preferred. Duties are to include undergraduate teaching in Italian language and literature. Salary will be approximately $12,000 plus modest travel for the period of appointment 1 September 1978 to 30 April 1979. Applications to Prof. J.A. Creore, Chairman, Department of Romance Language, University of Alberta, Edmonton, Alberta, T6G 2E6 by May 15, 1978.

SOCIOLOGIE D'ANTHROPOLOGIE

LAURENTIAN UNIVERSITY. **Département de Sociologie d'Anthropologie.** Nous sollicitons des candidatures Francophones pour deux sessions universitaires au rang de Professor adjoint ou de Chargé de cours. Tous les domaines de spécialisation seront pris en considération. La préférence sera accordée au candidats bilingues. Faire parvenir sa candidature à: Derek Wilkinson Directeur, Département de sociologie et d'anthropologie, Université Laurentienne, Sudbury, (Ontario), P3E 2C6. Prière d'annexer un curriculum vitae. Les postes sont annoncés sous réserve des disponibilités budgétaires.

VETERINARY MICROBIOLOGY

UNIVERSITY OF SASKATCHEWAN. **The Department of Veterinary Microbiology,** invites applications for a position in the field of veterinary virology with interests in the epidemiology and immunology of viral deseases. Qualifications should include a D.V.M. and post-graduate degrees or their equivalent. The incumbent will be responsible for teaching undergraduate veterinary students and for participation in the graduate and research programs of the department. The level of appointment and salary will be commensurate with qualifications and experience. Further information may be obtained from the Head, Department of Veterinary Microbiology, W.C.V.M., University of Saskatchewan, Saskatoon, Saskatchewan, Canada.

RESEARCH SCHOLAR AWARDS

UNIVERSITY OF SASKATCHEWAN. **Saskatchewan Scholars Program.** The Saskatchewan Research Scholar Awards are to encourage and assist researchers who have demonstrated high promise in research and scholarship. Scholars receive $17,000.00 per year for two years, possible renewal for a third year. Ph.D. (or equivalent) and normally one or two years additional experience, plus the ability to do independent research. Scholarship may be held in any field, Humanities, Social Sciences, Life Sciences, Physical Sciences or Engineering. Closing date for application May 15, 1978 for awards to commence between July 1, 1978 and January 1, 1979. Further information and application forms available from The Dean, College of Graduate Studies and Research, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

ECONOMIC BENEFITS

Income Tax Notes: annual professional membership dues

The Tax Review Board decided on December 13, 1976 that annual dues paid to two professional organizations by a chemist employed by the Government of Canada were deductible from his employment income under the provisions of subparagraph 8(1)(i)(i) of the Income Tax Act. (77 DTC 167).

The Minister successfully appealed the Board's decision to the Federal Court, Trial Division contending that the taxpayer did not have a professional status recognized by statute, and in the alternative that even if the taxpayer was a professional recognized by statute, payment of the dues in question was not necessary to maintain that status. (F.C.T.D. 77 DTC — released August 22, 1977).

The Trial Court concluded that the statutes relied upon by the taxpayer did not specify what skills or qualifications were required for his job and, consequently, the annual dues were not deductible from his employment income.

It should be noted that the facts of this case may differ materially from those in other situations where the requirements for professional status *are* imposed by statute and the payment of the annual dues *is* necessary for the maintenance of this status. Furthermore, since this case deals only with the deduction of annual dues from *employment* income, it is not relevant to the allowance of deductions from *professional* or *business* income where the criteria for deductibility are quite different.

W. Charles Hebdon

Charles Hebdon is Chairman of the CAUT Income Tax Committee and is professional officer for both CAUT and OCUFA.

Grants in Aid of Research

The following report by Charles Hebdon details the successful completion of a CAUT-OCUFA effort to have Revenue Canada interpret the Income Tax Act not only fairly but also consistently.

Paragraph 56(1)(n) of the Income Tax Act requires that the total of all amounts received during a year in respect of scholarships, fellowships, bursaries and prizes in excess of $500 must be included in income.

Paragraph 56(1)(o) provides that research grants need be included in income only to the extent that they exceed the recipient's eligible research expenses.

The name given to a grant does not necessarily indicate its true nature for income tax purposes. For instance, a certain Canada Council Doctoral Fellowship has been deemed to be a fellowship under paragraph 56(1)(n), whereas many Canada Council Leave Fellowships have been treated as research grants to which paragraph 56(1)(o) applies.

On May 13, 1975, Canada Council agreed to provide letters confirming that specific Leave Fellowships were awarded to enable recipients to carry on research whenever warranted by the facts. Revenue Canada, Taxation, had agreed that Leave Fellowship grantees in possession of such letters would be permitted to deduct eligible research expenses from their grants rather than the fixed sum of $500 normally applicable to fellowships. This agreement was honoured at the various District Taxation Offices although some objections were encountered, but these were eventually resolved. The only exception occurred at the Ottawa District Taxation Office which adamantly disallowed deductions of research expenses from Leave Fellowships even when supported by a Canada Council confirmation that the grant was awarded to enable the grantee to carry on research.

An appeal to the Assistant Deputy Minister (Legislation), Revenue Canada, Taxation, has resulted in the following statement dated June 2, 1977.

> 'My officials, have again reviewed the matter of Canada Council grants and grants from other sources in detail and have concluded that a confirmation by the grantor of an award that it is to assist the recipient in his carrying out of research is an indication that the award is taxable under paragraph 56(1)(o) of the Income Tax Act rather than paragraph 56(1)(n) without any further inquiry. I am in full agreement with their views.'

This statement concedes the right of a taxpayer to deduct eligible research expenses from any grant which the grantor confirms is awarded to enable the recipient to carry on research regardless of the name used to describe the grant.

Flagged down

Elizabeth L. Scott. Higher Education Salary Evaluation Kit: A recommended method for flagging women and minority persons for whom there is apparent salary inequity and a comparison of results and costs of several suggested methods. Association of American University Professors. Washington, D.C. 1977.

This compendium of methods for dealing with the thorny problems of adjusting the salaries of minority people and women arrives not a moment too soon. For several years now faculty and administrators have been struggling with the issue, and many schools have chosen to use the peer-matching method. At the University of Toronto, for example, where the peer-matching method was used in 1973 and reviewed and extended in 1976, the peer-matching review appears to have resolved most of the discrepancies.

But Elizabeth Scott goes much further in her study in comparing methods of review and in doing so has provided detailed guidance for those wishing to undertake a study of this kind with examples, formulae and general evaluation of effectiveness. She recommends a system of "flagging" women and minority groups against white males which also allows the researcher to calculate what the salary of the women or minority person would be if she/he were a white male with the same attributes and experience. From this one can then calculate the cost to the institution of creating salary equality and, since the number of indicators on which information must be collected for each faculty member is very small, all of this can be done quickly and at low cost.

Other virtues of this study are that the decision to choose one method can be made in the light of the amount of information already available on faculty members ranging from the six items of the recommended method (salary, year of birth, highest degree, year of highest degree, sex and race) to much more detail on publications Ph.D. candidates produced and teaching / administration time.

The Statistical Package for the Social Sciences (SPSS) which is required for this analysis is easily obtained and the use of it is simple for anyone. It is like following a recipe. Finally, the interpretation of the results is straightforward, although as with most statistical analysis it helps to have someone on the project who understands the basic underlying assumptions of the model and the ways in which those assumptions may have been violated and so affected the results.

Despite the advantages of Scott's study, there are some other considerations to be kept in mind. First, money must be there to make adjustments to salaries, always the most difficult of tasks.

In terms of procedures, some initial judgements must be made as to whether a group of people (e.g. women) or an individual is at a salary disadvantage and this decision may require some evidence. In addition, some of the variables which may be used, such as publication, are not universally meaningful as the frequency of publication varies across fields and it is often difficult to compare subfields in terms of publication. However, as noted above, information on publications is not absolutely necessary for the recommended method.

Finally, university administrations must not be allowed to think that salary adjustments solve the problem of the status of women in universities. In the present climate discrimination is most likely to arise at the point of hiring. The question of salary adjustments must be set in the context of the larger problem.

In summary, however, methods such as those suggested by Elizabeth Scott are very useful. So clear are the procedures that chairpeople or deans might carry out this kind of study on a routine basis without the involvement of the central administration. Alternatively, if the basic information were made available, faculty associations might check the extent of anomalies before the yearly round of negotiations.

Lorna R. Marsden

Professor Marsden is Associate Professor and Head of the Sociology Department, University of Toronto.

Additional contributions to a teacher's registered pension plan

Employer-employee registered pension plans normally require contractual contributions in respect of current services from employees which are usually expressed as a percentage of individual salaries. These contributions are withheld from salary by the employer and are tax-deductible to the employee up to $3,500 a year. (Paragraph 8(1)(m) of the Act.) The maximum of $3,500 is seldom reached since it would likely require a salary in the $60,000 to $70,000 range. If an employee's contractual contribution is less than $3,500 then all or part of the shortfall may be made up through voluntary contributions if the plan so provides. The alternative limit of 20% of earned income which applies to registered retirement savings plan premiums does not apply to pension fund contributions. Consequently, any employee, regardless of salary level, may contribute up to $3,500 to his pension plan for tax purposes if the plan so permits.

Independently of the above, a teacher may make additional voluntary contributions up to $3,500 a year in respect of past services, if the plan so provides. (Subsection 8(7) of the Act). This right to contribute the supplementary $3,500 is extended only to teachers and is not available if the teacher makes any contribution whatsoever to a registered retirement savings plan.

In other words, a teacher may put as much as $7,000 a year into his registered pension plan providing he makes no contribution to a registered retirement savings plan in respect of that year. If he puts so much as one dollar into a registered retirement savings plan then the overall limit for his contributions to both pension and savings plans drops to $3,500. (Revenue Canada, Interpretation Bulletin, IT-124R2, paragraph 6).

If a teacher chooses to supplement his pension with payments into a registered retirement savings plan then his overall limit for both pension and retirement savings contributions will be set at $3,500, or 20% of earned income, whichever is the lesser. The 20% limit will become inoperative at a salary level of $17,500, 20% of which is $3,500.

C.H.